



**THIS IS OUR  
SUSTAINABILITY  
REPORT 2020**  
(THIS IS HOW WE DO THINGS)

**KALEIDO**

IDEAS & LOGISTICS

**“WE LIVE ON THROUGH  
OUR ACTIONS. WE WANT TO  
MAKE A DIFFERENCE, LEAVE  
OUR MARK. WE KNOW OUR  
ACTIONS TODAY FRAME THE  
WORLD OF TOMORROW.  
WE WOULD LIKE TO LOOK  
BACK AND FEEL PRIDE IN  
WHAT WE ACHIEVED.  
WE ARE WRITING  
TOMORROW’S FUTURE. AND  
WE ARE BUILDING IT.  
IT IS OUR RESPONSIBILITY  
TO DO IN A SUSTAINABLE  
MANNER.”**





**WE LOVE WHEN THINGS FIT IN TOGETHER,  
EVEN IF IT MEANS THINKING OUTSIDE THE BOX**

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## THE POWER OF SHARING THE JOURNEY

Even as children, we grew up understanding how much effort our parents and their colleagues put into building what is now Kaleido. We learned, without noticing, the importance of vision, tenacity and tireless resolve.

Today, we are the parents and our children look up to us. This is why we work the way we do: we know we are educating our children. They trust us and we ought to live up to their expectations. There is no greater challenge than helping our children grow up to become good people whilst striving to leave behind a better world for them.

We may be a maverick in the world of logistics. Granted, we are not moved by fashion nor trend, but aim to do things a certain way. Instead of being motivated by words, we choose to be driven by actions. And we value other things more than a high turnover or profit at any price.

Our sustainability approach and the way we do things are rooted in our sense of self: we

know who we want to be and what to strive for.

They say the human scale of what we do, in balance with nature, is inversely proportional to competitiveness and company profit. We don't believe this to be true.

For decades, we have been developing initiatives that focus on the wellbeing of our teams and communities without neglecting the environment. And we do so dynamically, daringly and innovatively. This vision does not entail a loss of competitiveness, but quite the opposite. Profits are not lost, provided there is a long-term mission spurring us on.

Recently, we published our 18th Environmental Statement (summarising the environmental impact of our business activity). It contained millions of data collected, analysed and certified since 2002, all of them linked to thousands of improvements.

However, this Annual Report will not touch upon our control systems or our certification

metrics. Nor will it discuss our goals in terms of greenhouse gas emission reduction (in line with the Paris Agreement and the European Green Deal for years 2030 and 2050).

Firstly, because our main source of emissions corresponds to Scope 3 and, within it, to the emissions of vessels we charter. Regulatory and market pressure is pushing vessel owners in one direction, but they are unsure of what new energy or technology they are supposed to rely on. Our reaction to this is to put our heads together and get down to work. One of our goals is to take part in international initiatives aimed at achieving worldwide efficiency in maritime transport. Only then can we be sure to meet our 2030 and 2050 greenhouse gas emission goals.

Secondly, and whilst pioneering the use of carbon footprint calculation tools (such as our "Karbon Track" solution, launched in 2012), we must strengthen our ties with customers to face shared challenges and integrate our efforts, investments, and actions.

We must be honest and rigorous. We cannot abide by unrealistic promises and goals. We have already accomplished major breakthroughs, but we know that we can achieve so much more.

To do so, we must work globally with

shipowners, customers and suppliers to achieve truly sustainable logistic operations. Thus the need for this Annual Report. We want to open up to everyone who actually believes that there is no Planet B, that companies and the people who create them are, in fact, the main platforms for global change, and that, if we work together to achieve a common goal, we are bound to reach it.

Today we hit a major milestone. We are sharing our initiatives to challenge ourselves. To learn and share. We believe in interconnected local projects that may one day become global and definitive. Continuous actions, one step at a time, with focus, direction and expert management.

We may not be perfect and success is never guaranteed, but we will keep on giving it our all.

**XOÁN MARTÍNEZ**  
CEO Kaleido  
Ideas & Logistics  
21 years at Kaleido



# 1. WHAT IS KALEIDO

## #WEAREKALEIDO

We are Kaleido and we provide answers (mainly to our customers) to everyday obstacles and uncertainties. Here are some ideas around who we are:

### IN A SENTENCE...

**WE ARE A GLOBAL LOGISTIC OPERATOR. WE MAKE FREIGHT TRANSPORT FEASIBLE BY LAND, SEA AND AIR**

### A NAME...

**MARTÍNEZ, JUAN. FOUNDER. SECOND GENERATION IN CHARGE**

### A DEFINING CHARACTERISTIC...

**WE ADOPT PRESENT DECISIONS BASED ON WHAT LIES AHEAD**

### A DIFFERENTIATING TRAIT...

**WE TAKE OUR OWN DECISIONS QUICKLY, OFFERING A PROFESSIONAL AND PERSONALISED SERVICE**

### A BET...

**INNOVATION. IN FOCUS, PROCESSES, PRODUCTS AND ACTIONS. WE LOOK AT INNOVATION AS A PATH TO EVOLUTION**

### A YEAR...

**1976, FOUNDING YEAR. +45 YEARS EXPERIENCE IN LOGISTICS**

### A NUMBER...

**236 PEOPLE. OUR TEAM, OUR ENGINE AND OUR PRIDE**

### A MISSION...

**OFFER LOGISTIC SERVICES WITH A TWIST, SO THAT WE CAN LEAVE A BETTER WORLD**

### A PLACE...

**VIGO: WHERE EVERYTHING STARTED. BUT ALSO, PORTUGAL, ANGOLA, BRAZIL, MEXICO AND CHINA WHERE WE HAVE OFFICES AND LOGISTIC CENTERS**

# 2. HOW DID WE GET HERE



**CREATION OF THE SHIPPING AGENCY VASCO GALLEGA**

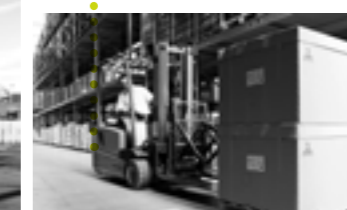
**FIRST GRANITE EXPORT, THE CORE OF OUR BUSINESS SINCE THE BEGINNING**



**LEADERS IN NATURAL STONE TRANSPORTATION**

**LEADERS IN RAW MATERIAL LOGISTICS**

**AUTOMOTIVE INDUSTRY SOLUTIONS**



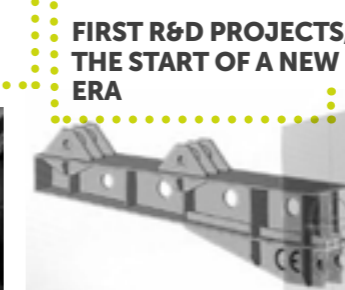
**TRANSPORTATION OF SPECIAL PARTS FOR INDUSTRIAL PROJECTS**



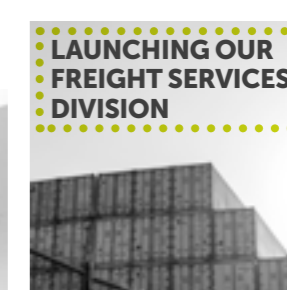
**LOGISTIC SOLUTIONS FOR WIND ENERGY**



**FOOD AND RETAIL, NEW BUSINESS SEGMENTS**



**FIRST R&D PROJECTS, THE START OF A NEW ERA**



**LAUNCHING OUR FREIGHT SERVICES DIVISION**



**DEVELOPMENT OF OUR OWN PORTFOLIO ON LOGISTICAL SOLUTIONS, PATENTS AND INTELLECTUAL PROPERTY RIGHTS**



**THE BEGINNING OF OUR INNOVATION ECOSYSTEM, LAUNCHED WITH OPEN INNOVATION PROGRAMS**



- 1976
- 1978
- 1990
- 1996
- 1999
- 2000
- 2006
- 2007
- 2008
- 2009
- 2010
- 2013
- 2016
- 2017
- 2019
- 2020

### 3. OUR CORPORATE PURPOSE

**OUR CORPORATE PURPOSE IS TO IMPROVE THE WORLD BY APPROACHING LOGISTICS DIFFERENTLY.**

**BUILD ON OUR PAST, ADD VALUE TO OUR PRESENT AND SHAPE OUR FUTURE**



# 4. WHAT ARE WE DOING AND HOW ARE WE DOING IT.

**“ACTIONS SPEAK LOUDER THAN WORDS”**

ARISTÓTELE



## 4.1 THE POWER OF A TEAM

PEOPLE ARE OUR MOST IMPORTANT ASSET. THEY REMAIN THE DRIVING FORCE BEHIND THE COMPANY'S VISION AND MAKE THIS PROJECT POSSIBLE



## 4.2 OPTIMIZING RESOURCES

ACHIEVING SUSTAINABILITY THROUGH EFFICIENCY, AND EFFICIENCY THROUGH LOGISTICS AND INNOVATION



## 4.3 WE INVEST CONSCIOUSLY

TO MAKE A POSITIVE IMPACT IN BOTH OUR SOCIETY AND ENVIRONMENT



## 4.4 BUILDING COMMUNITY

SINCE WE ARE PART OF OUR ENVIRONMENT, WE STRIVE TO IMPROVE IT BY FOSTERING A SENSE OF BELONGING AND IMPLEMENTING CLEAR ACTION PLANS



# 4.1 THE POWER OF A TEAM

A COMPANY IS A FORMIDABLE PLATFORM TO FOSTER CHANGE IN BOTH OUR SOCIETY AND THE PLANET. IN ORDER TO ACHIEVE THIS, THE PEOPLE THAT MAKE UP OUR TEAM MUST SHARE A PURPOSE AND CONTEXT, BASED ON INTEGRITY AND EQUALITY.

**9**  
NATIONALITIES

Currently, Kaleido is made up of people from 9 nationalities, present in 6 countries from 4 continents. Up to 60% of executive positions are held by women. Career plans and internal promotions are deeply rooted in our DNA. One example of this is 70% of our area supervisors started out as trainees.

**60%**  
WOMEN IN EXECUTIVE POSITIONS

Ongoing commitment to deliver team satisfaction at Kaleido remains true, and we measure it objectively through a range of tools aimed at listening and exercising self-criticism, encouraging participation and improvement proposals. In 2020, Kaleido scored 4.11 out of 5 in satisfaction levels and a 4.30 in integration.

**70%**  
OF AREA SUPERVISORS STARTED OUT AS TRAINEES

We embrace gender, race and religious differences, treating everyone equally; guaranteeing a safe working environment, analysing risks, prioritizing employee safety; facilitating communication channels to discuss any team suggestion, address any incidence and review all current standards and regulations, thus achieving a two-way transparent communication.

**“My greatest professional achievement is my team’s happiness. Seeing them happy with their own professional development but mainly happy as people. We strike a balance that allows Kaleido to move forwards as an incredibly powerful unit, fostered by involvement, dedication and professionalism... but above all by tremendous humanity.”**



**ELENA RODRÍGUEZ DE ROBLES**  
People&Talent Director  
14 years at Kaleido

Company hours at the office are flexible, with common working hours and summer-time arrangements supporting a continuous working day, four months a year. Teleworking, which had been previously implemented, has flourished in 2020 as a result of Covid-19 and has become the norm for 98% of all office positions.

We facilitate extended marriage leaves and help process applications for maternal/paternal leave, increasing by a week the official leave term established by law. We also aim to extend any leave of absence approved by collective agreement, should our employees require additional time for justified personal reasons.

We review all special local service discounts and benefits extended to Kaleido employees on a regular basis, as well as the opportunity for our teams to take out life and health insurance on advantageous terms.

We would like to think that the existing framework, developed and honed over the past few years, has contributed to supporting the proud parents of the 21 new babies born in 2020.

This year, we implemented the Inside Kaleido program. Its goal was to help staff members to get to know each other better. Area supervisors build and train their respective teams around their key deliverables. By understanding the everyday responsibilities of each area, we succeed in promoting mainstreaming and agility when working crossfunctionally.

Currently, the global pandemic is having a deep impact in many aspects of our lives. At the same time, it has tested our endurance, proving we can take giant steps despite the distance.

**7**  
YEARS  
AVERAGE  
TENURE

**4,11**  
EMPLOYEE  
SATISFACTION  
LEVEL  
(OUT OF 5)

**+1**  
WEEK OF  
MATERNITY/  
PATERNITY  
LEAVE

**21**  
NEW BABIES  
IN 2020

**38%**  
LOWER  
ACCIDENT  
RATE  
IN 2020

**95%**  
OF OUR  
TEAM HAS A  
PERMANENT  
CONTRACT

**+3500**  
TRAINING HOURS  
**35** INTERNAL  
PROMOTIONS

**INSIDE  
KALEIDO**  
**100%**  
OF THE TEAM  
INVOLVED





**A VERY IMPORTANT PART OF OUR CONTINUOUS DEVELOPMENT IS PROMPTED BY THE WELLBEING COMMITTEE DYNAMICS. EVERY EMPLOYEE FEELS THEY ARE REPRESENTED WITHIN THE COMMITTEE, WHERE ALL TEAM MEMBERS CAN SUGGEST IMPROVEMENT INITIATIVES, SUPPORTED BY THE ACTIVE INVOLVEMENT OF MANAGEMENT TEAMS.**

“Ever since its launch in 2019, the Committee has succeeded in pooling efforts and raising team awareness between the different company areas and work centres, emphasizing team needs and opinions. Benefits are infinite.”

**CRISTINA RODRÍGUEZ**  
People&Talent  
President of the Wellness Committee  
11 years at Kaleido



**KALEIDO**  
IDEAS & LOGISTICS

# WHERE ARE WE HEADED WITH OUR TEAM?

Given all of the above, and in light of current events, in 2021 we will launch a post-pandemic model based on flexible working hours. The plan is to allow staff members to work both from home and from the office, thus promoting conciliation, disconnection, productivity, goal-oriented tasks, reduced travel and related carbon emissions.

Similarly, an additional training plan will be launched to focus on new challenges like teleworking management and improved environment sustainability at a professional and personal level.

We will continue striving to fulfil our commitment to and for Equality, improving work integration of employee profiles in risk of social exclusion.



## OUR GOALS

### GOAL 1: Guaranteeing happiness at work

- | Maintain and improve our flexible hours model  
| Implement at least one new flexibility initiative per year
- | Execute a range of actions involving improvement areas detected in the 360 evaluation and climate survey

### GOAL 2: Guaranteeing a sustainable future

- | Continue working on a sustainable training plan by integrating a mentoring program that combines experience and know-how. We consider versatility is an asset work closely with the Wellness Committee to promote sustainability awareness at every level

### GOAL 3: Guaranteeing equality

- | Building formal channels through the Equality Committee to ensure all Plan initiatives are complied with
- | Continue fostering internal promotions to guarantee equal opportunities and professional development

# 4.2 OPTIMIZING RESOURCES

OUR GOAL IS TO LEAVE BEHIND A BETTER WORLD, USING KALEIDO AS A PLATFORM FOR CHANGE. WE WILL TRY TO ACHIEVE THIS AS A TEAM, DRIVEN BY OUR EXPERTISE IN LOGISTICS AND IN LINE WITH OUR VALUES: DELIBERATION, INNOVATION AND ACTION.

Our business activity provides us with the chance to improve the environmental impact of logistics by land, sea and air.

Maritime transport is the main means of transportation used by Kaleido and is responsible for, approximately, 2.5% of the world's greenhouse gas emissions. Therefore, we try to use vessels fitted with an environmentally friendly propulsion technology without compromising competitiveness. These vessels are usually the one most recently built.

With this in mind, the average age of vessels chartered by Kaleido in 2020 has been 11.9 years (compared to a global average of 14.1 years).

We have bolstered rail transportation over road transportation, highlighting developments achieved across Angola, Zimbabwe and Mozambique where Kaleido transported by rail 68,500 tonnes in 2020, cutting out over 2,850 long distance trips by truck as well as their associated emissions.

We have patented different lashing and cargo security systems, including over 10,000 maritime containers lashed with the Blocklasher® system and over 35,000m3 wind energy components protected with Magnet Foam over the last three years. These systems, both developed and marketed by Kaleido, are a large contributor to product, vessel and load protection.



**2018-2020:  
10.000 CONTAINERS  
SECURED WITH  
"BLOCKLASHER"\***

\*Fastening system that prevents natural stone blocks from moving inside the container  
further info: <https://www.kaleidologistics.com/en/soluciones-tecnologicas/block-lasher/>



**IMPROVED PORT OPERATIONS INVOLVING WIND COMPONENTS. NOW QUICKER, SAFER AND MORE EFFICIENT THANKS TO THE "MAGNET FOAM"\* SYSTEM**

\*High density magnetised foam for protection of wind element sections during loading and unloading operations.

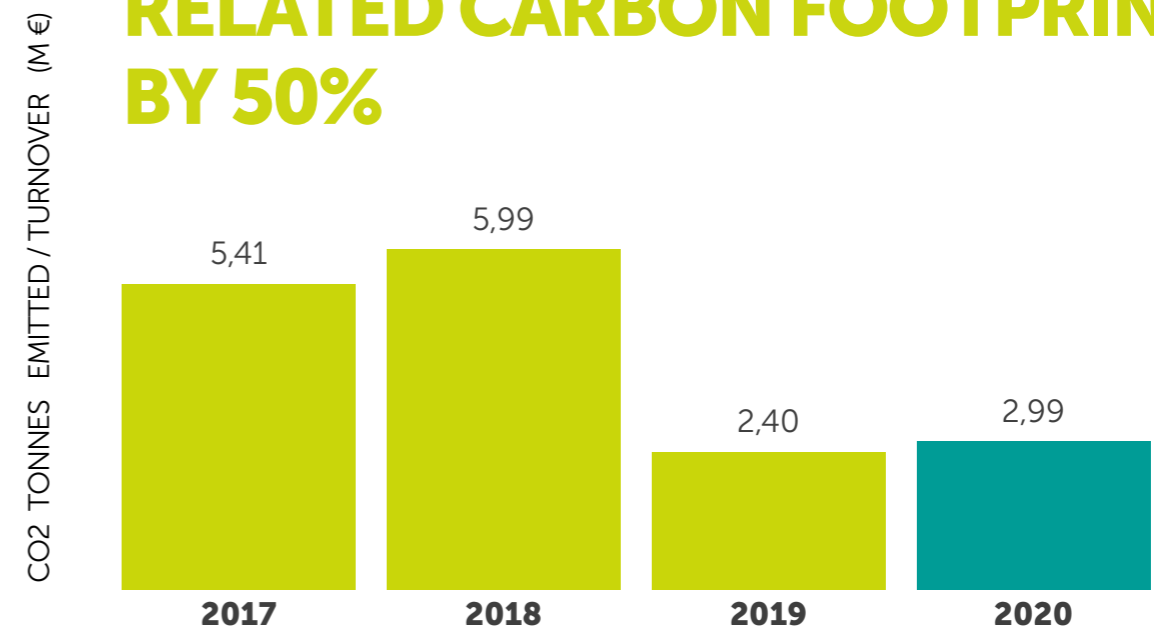
Further info: <https://www.kaleidologistics.com/en/soluciones-tecnologicas/magnet-foam/>

In terms of logistic global projects, we continue to develop greener solutions. Locally, wherever Kaleido was based, we succeeded in ensuring the power we consumed was 100% renewable.

With this in mind, our immediate challenges revolve around reducing CO2 emissions faster, in alignment with our three-year action plan.

**30%  
LESS  
NON-HAZARDOUS  
WASTE PER  
TONNE**

**WITHIN TWO YEARS, WE HAVE REDUCED OUR TURNOVER-RELATED CARBON FOOTPRINT BY 50%**



In terms of innovation, corporate programs in 2020 succeeded in supporting seven large companies involved in high-technology projects with over 25 start-ups.

**BUT THERE IS SO MUCH WE HAVE TO SAY ON INNOVATION...**

**2009** We began innovating to use it for our own activity and internal projects. We were looking for more efficient and sustainable ways to operate our business

**2011** **KALEIDO FORKLIFT PLOUGH** Our first design succeeded in resolving aluminium super-pack operation bottlenecks. Our new system reduced associated costs up to 80%.



**2012** **KALEIDO KARBON TRACK** A web software, specifically designed to calculate and generate carbon footprint reports associated to any logistic project.



**2013** **KALEIDO MAGNET FOAM** A system designed to protect wind components during port loading and unloading operations

**2014** In addition to finding new technological solutions on behalf of Kaleido, we also started developing new solutions on behalf of our customers: both standard and customised.

**BUT THERE CAME A TIME WHEN WE REALISED WE COULD NOT BE EXPERTS ACROSS ALL TECHNOLOGIES. WE THEN DECIDED TO DEVELOP AN OPEN INNOVATION STRATEGY. ONLY BY DOING SO COULD WE MOVE FORWARD AND COVER MORE.**

**2016** We place our customers at the centre of everything we do, involving them in an open innovation process in collaboration with industry experts. Thus, Kaleido Tech is launched. A business unit focused solely on making the best technology and innovation available to our customers.

**KALEIDO | TECH**

**PROJECTS**

WE DEVELOP UNIQUE PROJECTS WITH SPECIFIC NEEDS AND CHARACTERISTICS. THIS ALLOWS US TO APPROACH EACH PROJECT AS A CHALLENGE. OUR ATTITUDE, CURIOSITY AND INNOVATIVE APPROACH WILL HELP US DELIVER THE BEST PERSONALISED SOLUTIONS.

**PRODUCTS**

WE BRING NEW SOLUTIONS TO OUR CUSTOMERS, READY TO BE INTEGRATED INTO THEIR LOGISTIC ACTIVITIES AND MAKE THEM MORE EFFICIENT.

|                      |              |             |
|----------------------|--------------|-------------|
| FREIGHT INTELLIGENCE | KIPER        | INKLINA     |
| SHIPPING BOARD       | KARBON TRACK | BLOCKLASHER |
|                      |              | MAGNET FOAM |

**SERVICES**

BASED ON OUR OWN EXPERIENCE AND KNOW-HOW, WE DEVELOP CORPORATE INNOVATION PROGRAMS IN COLLABORATION WITH CUSTOMERS AND EXPERTS. WHILE FOCUSING ON THEIR BUSINESS NEEDS, WE LOOK FOR NEW WAYS TO FACE EXISTING CHALLENGES.

|   |   |   |   |
|---|---|---|---|
|  |  |  |  |
| 2016  | 2017  | 2019  | 2020  |

# WHERE ARE WE HEADED IN OUR EFFORT TO OPTIMIZE RESOURCES?

We want to continue offering transportation services based on renewable energy projects, setting an annual growth target of 15% from 2019 to 2023.

Due to the relevance of maritime transport on our activity and on account of the impact associated emissions have in our environment, we will continue working to keep the average age of chartered vessels 15% under the average global fleet age.

In terms of land logistics, the carbon footprint in Vigo's port will be reduced thanks to the "Kaleido Vigo Port Terminal" initiative. In the short term, the terminal's launch will reduce emissions by 4% in 2020 and 2021. Since all spaces are now concentrated in the same area, there will be no need for machine displacements. The long-term goal is to reduce emissions by 20% between 2020 and 2023, thanks to the dimensioning of forklifts and cranes used in port operations.

Lastly, we will develop a program to reduce corporate air-travel to support project execution, setting a goal of 30% reduction from 2019 to 2023.



## OUR GOALS

### GOAL 4: Achieve further logistic competitiveness in renewable energy projects

| Increase applied engineering and innovation initiatives

### GOAL 5: Reduce CO2 emissions

| Promote the chartering of environmentally friendly vessels

| Launch the "Kaleido Vigo Port Terminal" initiative and execute every planned high efficiency project

| Reduce in-person meetings and operational projects. Cut down corporate travel

| Increase our participation in worldwide initiatives focused on minimizing the environmental impact of maritime transportation

### GOAL 6: Drive innovation dynamics

| Generate innovation projects directly through the Logistics Tech programme

| Create innovation projects indirectly through corporate innovation programmes

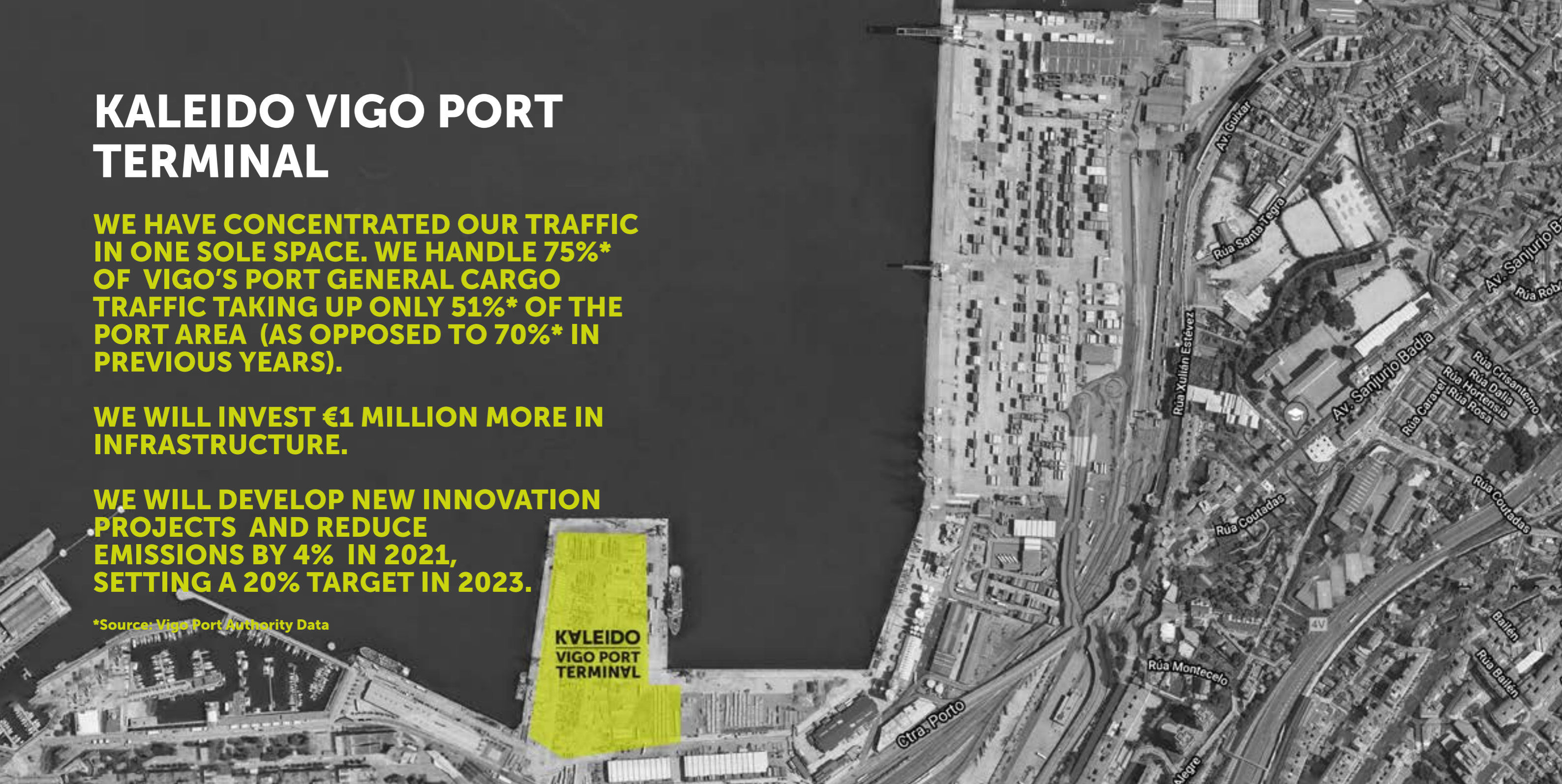
# KALEIDO VIGO PORT TERMINAL

**WE HAVE CONCENTRATED OUR TRAFFIC IN ONE SOLE SPACE. WE HANDLE 75%\* OF VIGO'S PORT GENERAL CARGO TRAFFIC TAKING UP ONLY 51%\* OF THE PORT AREA (AS OPPOSED TO 70%\* IN PREVIOUS YEARS).**

**WE WILL INVEST €1 MILLION MORE IN INFRASTRUCTURE.**

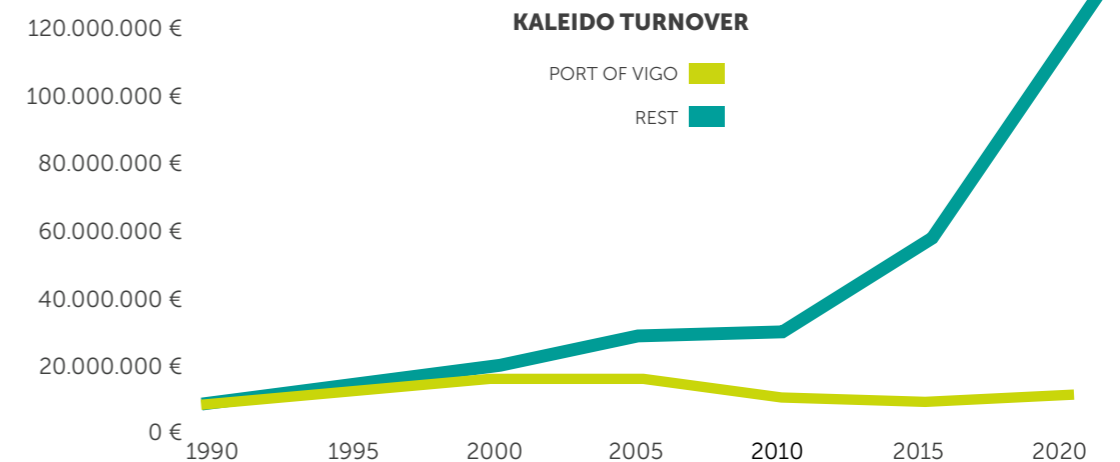
**WE WILL DEVELOP NEW INNOVATION PROJECTS AND REDUCE EMISSIONS BY 4% IN 2021, SETTING A 20% TARGET IN 2023.**

\*Source: Vigo Port Authority Data



"We are reverting to our roots, where everything started back in 1976. It is our pride and joy to generate wellbeing and wealth in the city where we were born. A bet such as the one we are placing with the Kaleido Vigo Port Terminal will allow us to increase our turnover in an optimised space, where we can offer integrated logistic services far more competitively. We want Vigo to be part of our corporate growth story."

**XOSÉ MARTÍNEZ**  
Kaleido Logistics General Director  
13 years at Kaleido



## 4.3 WE INVEST CONSCIOUSLY

**IF WE WANT TO MEET OUR GOALS, MANAGING OUR DAILY ACTIVITY TO ACHIEVE SUSTAINABILITY HAS TO GO HAND IN HAND WITH OUR INVESTMENT AND INNOVATION STRATEGY.**

Over the past few years, we have invested more than 1.6 million dollars in the South of Angola to develop two logistic centres: Lubango and Namibe. These two centres, which occupy 20,000 and 30,000 m<sup>2</sup>, have been designed to optimise railway connections between both locations, promoting a larger flow of goods and guaranteeing competitive and green logistics.

In Portugal, the launch of the logistic centre of Vila Nova de Cerveira in January 2020 stands out. This investment, 4.4 million euros, delivers a high level of sustainability and automation

thanks to electric trilateral forklifts, rail guidance equipment and other systems, which connect the warehouse directly with production lines.

In one of our Spanish centres, we started replacing our interior electrical forklift fleet with new lithium-ion battery powered forklifts.

**+ \$1.6 MILLION INVESTED TO ENSURE RAIL BECOMES THE MOST COMPETITIVE OPTION IN THE SOUTH OF ANGOLA**



**WE HAVE MORE THAN 300,000 M<sup>2</sup> STORAGE SPACE ACROSS 4 COUNTRIES AND 3 CONTINENTS**

# WHERE ARE WE HEADED?

The immediate future will see all these initiatives reinforced. We will continue to invest in innovative and sustainable programs.

In 2021, we will invest 0.4 million dollars in rail support infrastructures in Southern Africa whilst studying new projects to promote this means of transportation in Spain.

On the other hand, we want to replace all of the electric forklifts in our logistic centres with lithium-ion battery powered forklifts by 2023.

We will want to replace 100% of our combustion vehicle fleet with electric vehicles before 2023.

We will strive to boost innovation dynamics, generating projects that, directly or indirectly, secure higher sustainability across every business unit.

Likewise, we plan to invest in infrastructures with a relevant social and cultural impact.

**BETWEEN 2021 AND 2023, WE WILL INVEST A MINIMUM OF €1.8 MILLION TO DEVELOP INFRASTRUCTURES AIMED AT SUPPORTING SOCIAL AND CULTURAL PROJECTS.**



## OUR GOALS

### GOAL 7: Increase asset efficiency and sustainability

- | New rail promotion investment in Angola
- | Replace 100% of the electric forklifts with new lithium-ion battery powered forklifts by 2023
- | Replace 100% of the combustion vehicle fleet with electric by 2023

### GOAL 8: Investment plan in infrastructure supporting social and cultural projects

- | Launch the first investment phase with a minimum of 1.8 million euros throughout 2021-2023



## 4.4 BUILDING COMMUNITY

WE BELIEVE IN THE HUMAN SCALE OF THINGS. IN THE BALANCE THIS ENTAILS. IN THE POSITIVE MANNER IN WHICH EVERY PROJECT MUST INTERACT WITH ITS ENVIRONMENT.

**100%**  
OF THE TEAM  
ENGAGED  
IN CSR  
INITIATIVES

Corporate social responsibility is the byproduct of the commitment shown by its employees. In 2020, all of our workforce engaged in Corporate Social Responsibility initiatives, including our collaboration with food banks (helping collect more than 2,300 kilos in November alone) and the 2,200 kilos donated thanks to the "Kaleido World Race Covid Edition". Like every year, we also took part in the Pink Month and Movember initiatives.

**+5.500**  
KGS OF FOOD  
COLLECTED

We continued to work on team wellbeing and awareness through the "12 months, 12 causes" initiative, promoting outreach campaigns and solidarity initiatives, environmental plans and health programmes (mostly focusing on illness prevention and health promotion).

**12**  
MONTHS  
**12**  
CAUSES

We collaborate with different NGOs that help those in need, including: Fundación Berce, Aspace, Red Cross and Down Vigo.

Our training and social initiatives in Angola, where Kaleido launched activities in 2008 and where we set up local offices in 2015, deserve a special mention.

**25**  
YEARS  
SUPPORTING  
RUGBY

The concept of being deeply rooted to the territory is still being developed both locally and globally. We keep decision-making centres and hire people locally, and we pay our taxes locally too. We aim to create value by promoting quality employment, developing training initiatives and attracting international business. Kaleido is a founding member of the Galician Logistics Cluster, which we are currently chairing, and is also member of CEAGA, Galician Automotive Cluster Foundation which represents the automotive value chain across Galicia.

We aim to build a sustainable culture with our suppliers, customers and interest groups. Following supplier evaluation on their approach to environmental management, we feel they deserve an average grade of 8 over 10. We strive to work jointly on potential improvements.

### WE PROMOTE TALENT AND SHARE KNOW-HOW

We remain committed to our Kaleido Academy cooperating with different Galician Universities and their faculties, sharing our logistics expertise and know-how as well as our innovation initiatives, on the back of a range of diverse agreements and collaborations.

Globally, Kaleido has been actively involved in events such as Break Bulk Europe, America and China, Antwerp XL, Blue Invest (EU), both as speaker and participant in round table discussions across different institutions and congresses worldwide.

### RUGBY AS A WAY TO TEACH VALUES

Kaleido has been steadily sponsoring the Vigo Rugby Club for the past 25 years. This landmark club is a reference in terms of developing young players and promoting rugby from the ground up. A sport that promotes values such as respect, honesty, sacrifice and teamwork that transcend both the field and the game.

### THE POWER OF A FORGOTTEN HERITAGE

Europe is home to an unfathomable historic heritage. No government can recover and maintain this heritage on their own, but they must ensure its protection and support projects that aim to underline its infinite value.

The Group has chosen the Royal Monastery of Santa María de Oia (1137) as its main cultural project. We aim to recover and showcase this monastery of the Cistercian Order, the only one located on the Atlantic shore and a key stop in the pilgrimage route to Santiago de Compostela.



# WHERE ARE WE HEADED?

In line with the progress we have made, we wish to start a new phase in which social, sport-related and cultural activities can materialize. This is the spirit behind our 2021 goal of creating a foundation to help us channel and promote this sort of projects,

At the same time, we will drive new local-based initiatives aimed at supporting collective development. We will also study the best way to increase our participation in global initiatives aimed at promoting sustainability programmes with a wider reach.

## CREATING A FOUNDATION WILL GIVE US THE OPPORTUNITY TO TAKE THESE SOCIAL AND CULTURAL PROJECTS TO A NEW LEVEL



## OUR GOALS

### GOAL 9: Promote social, sport, and cultural initiatives

Create a foundation that can shape and manage every effort and investment in an efficient manner

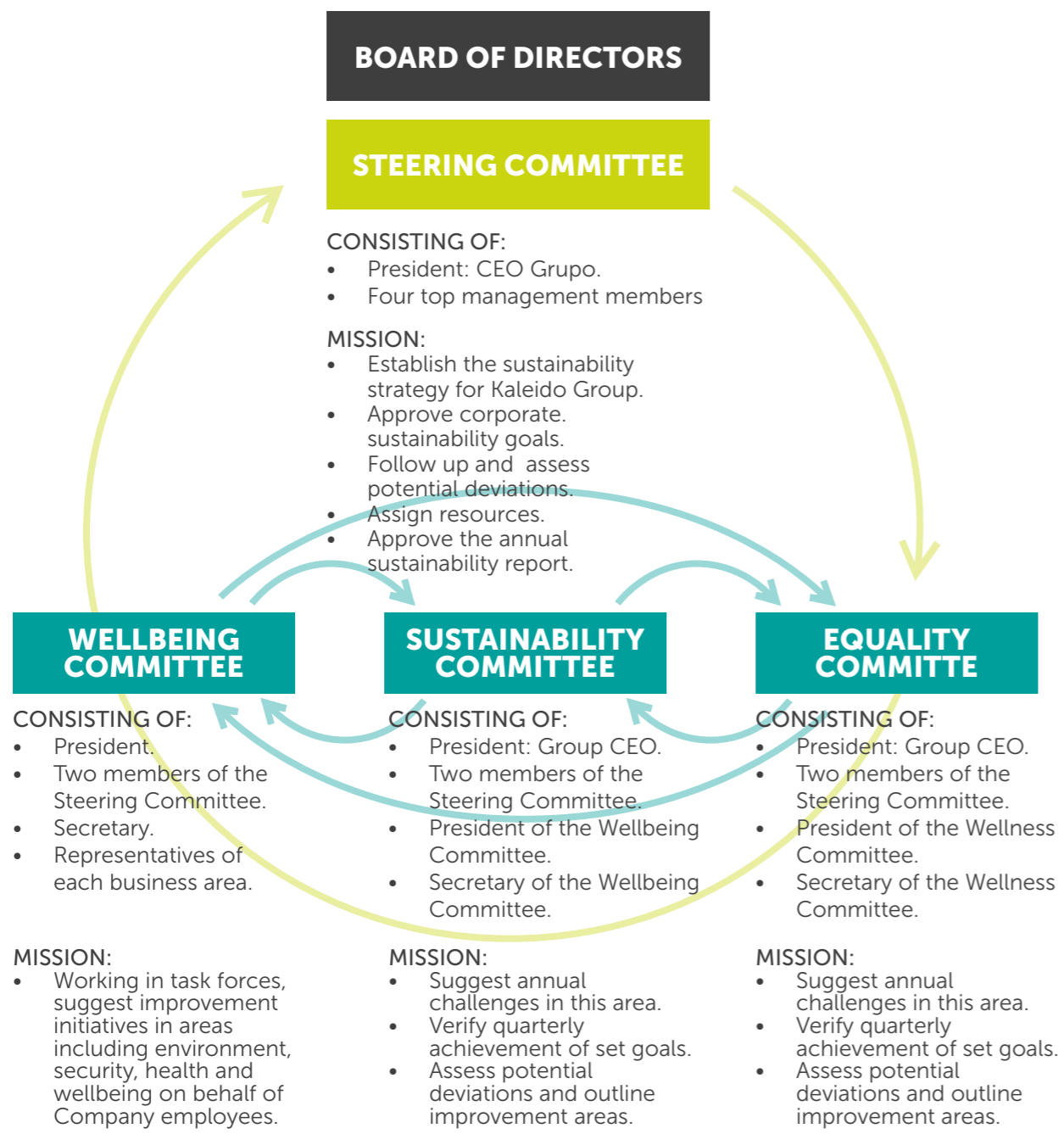
Widen the geographic scope of our social initiatives, in line with our values and business activity

### GOAL 10: Promote the territory

Increase our participation in local-based initiatives aimed at supporting collective development with wider reach

# 5. SHARED COMMITMENT

SUSTAINABILITY NEEDS TO BE FORMALLY INTEGRATED IN CORPORATE MANAGEMENT DYNAMICS TO EFFECT CHANGE. THIS IS HOW WE COORDINATE INTERCONNECTED TASK FORCES IN ORDER TO ACHIEVE OUR GOALS AND CORPORATE PURPOSE.



# OUR GOALS \*

1. Guarantee happiness at work
2. Guarantee a sustainable future
3. Guarantee equality

4. Achieve a higher competitiveness in logistics for renewable energy projects
5. Reduce CO2 emissions
6. Promote internal innovation dynamics

7. Increase asset efficiency and sustainability
8. Investment Plan in infrastructures with social and cultural impact

9. Promote social, sport, and cultural initiatives
10. Promote the territory

\* THESE GOALS WILL BE REVIEWED ON AN ONGOING BASIS AND WE WILL SHARE THE OUTCOME OF THESE INITIATIVES IN THE 2021 SUSTAINABILITY REPORT.

# ONLY BY MEASURING OUR INPUT AND REMAINING SELF-DEMANDING CAN WE SHARE OUR STORY FACTUALLY, RIGOROUSLY AND TRANSPARENTLY

At Kaleido, it is equally important to work based on an Integrated Management System as it is to have a third party certify it and help us improve aspects regarding Quality, Environmental Management, Risk Prevention and Governance.

## WE ARE CERTIFIED



### ISO 9001: 2015 QUALITY MANAGEMENT SYSTEM

This certification determines the suitability of the overall organisational structure, including responsibilities, procedures, processes and resources established to deliver quality management.



### ISO 14001: 2015 ENVIRONMENTAL MANAGEMENT SYSTEM

This provides companies with practical tools to manage their environmental responsibilities by underlining their commitment to protect the environment and manage the risks associated to business activities.



### ISO 14064

The ISO 1406 standard provides complementary tools to verify greenhouse gas emissions. "Greenhouse gases. Specification with guidance at the organization level for quantification and reporting of greenhouse gas emissions and removals."



### EMAS

The Eco-Management and Audit Scheme (EMAS) is a premium management instrument developed by the European Commission recognizing the organizations implementing an SGMA (Environmental Management System) and pledging their commitment to improve their environmental performance, transparency and traceability which are verified through independent audits.



### MAGRAMA CARBON FOOTPRINT

This voluntary Registry records the efforts of Spanish Companies, Administration and other Organizations in calculating, reducing and compensating the greenhouse emissions generated by their respective activities.



### UNE ES ISO 16600:2014

This certification allows Companies to prove they carry out innovation activities systematically in order to improve and promote corporate creativity.



### 45001:2018 OCCUPATIONAL HEALTH AND SAFETY MANAGEMENT SYSTEM

International regulation providing global safety and health systems within the work environment, intended to protect employees and visitors from accidents and work-related.



### AUTHORISED ECONOMIC OPERATOR

Global certification that verifies compliance with certain measures on safety and good business practices related to the global product supply chain.



### TRACE CERTIFIED

Over the past six years, we have been certified by TRACE. An international organization providing companies with tools and assistance to combat bribery and other irregular practices. TRACE certification guarantees the business activities of audited companies are carried out in an ethical manner and conform to the United States Foreign Corrupt Practices Act, the Anti-Bribery Legislation in the United Kingdom, and other similar regulations on improper business conducts.

## WE COLLABORATE



### BIMCO. BALTIC AND INTERNATIONAL MARITIME COUNCIL

BIMCO is the largest global organization of vessel owners, charterers, shipbrokers and agents. Around 60% of the global commercial fleet is member of BIMCO.



### WWPC. WORLDWIDE PROJECT CONSORTIUM

An international organization founded by logistic Companies with expertise in heavy and outsized cargo movements. Kaleido is a founding member of the WWPC WORLDWIDE PROJECT CONSORTIUM and has been acting as Spain's representative for the past twenty years.



### CEAGA. GALICIAN AUTOMOTIVE CLUSTER FOUNDATION

The Galician Automotive Cluster Foundation (CEAGA) is an industrial consortium created in 1997, integrated by the Companies constituting the Galician Automotive Industry to promote high-impact cooperative projects to improve competitiveness.



### GALICIAN LOGISTIC CLUSTER

The organization was established to promote Galician logistics locally, looking for competitive advantages to boost the region's economy.



### APD. GLOBAL EXECUTIVE COMMUNITY

The largest Spanish executive community, whilst also active in countries such as Colombia, Peru, Ecuador, Portugal or Morocco. A community that managed to create a stable and rigorous environment to promote networking, training, management development and exchange of ideas on business activity.



**WE DELIVER QUALITY.  
WE TEAM UP WITH OUR  
COLLABORATORS.  
WE AIM TO GET FAR,  
AND WE CHOOSE  
NOT TO TRAVEL ALONE.**

## 6. THIS IS OUR MANIFEST

OUR GOAL IS TO MAKE THE WORLD A BETTER PLACE,  
AND WE WILL ONLY ACHIEVE THIS  
**BY BEING SUSTAINABLE.**  
WE WANT TO LEAVE OUR MARK AND  
MAKE A POSITIVE DIFFERENCE.  
OUR CORPORATE FRAMEWORK AND WHAT WE DO  
IS DESIGNED TO ACHIEVE THIS.  
**WE INVEST IN INNOVATION,**  
IN CONTINUOUS IMPROVEMENT.  
WE REINVENT OURSELVES AND TRY TO  
BECOME MORE EFFICIENT IN EVERYTHING WE DO.  
**THE FUTURE DEPENDS ON US.**  
**WE ARE WRITING OUR FUTURE**  
**AND TELLING OUR STORY**  
**TRUTHFULLY**  
RELYING ON DATA AND ACTIONS.  
LIVING OUR PRESENT SO THAT,  
IN THE FUTURE, WE CAN BE  
**PROUD OF OUR PAST.**  
WE TAKE CARE OF THE PEOPLE  
THAT MAKE UP OUR TEAMS.  
WE LOOK OUT FOR THEIR SOCIAL,  
CORPORATE AND FAMILY WELLBEING  
**WE ARE OUR TEAM**  
**WE REACH FOR SUSTAINABILITY**  
**IN EVERYTHING WE DO.**  
ONLY WHEN WE ALL BELIEVE THIS  
IS INDEED THE CORRECT WAY,  
THE ONLY WAY POSSIBLE,  
**ONLY THEN WILL WE BE ABLE TO**  
**MAKE IT HAPPEN. TOGETHER.**

"THIS SUSTAINABILITY  
REPORT HAS A CLEAR  
PURPOSE:  
SHOW OUR VISION  
IN ORDER TO SHARE  
IT. OPEN OURSELVES  
UP TO SCRUTINY IN  
ORDER TO PROMOTE  
COLLABORATION.  
DRIVE KNOWLEDGE,  
INITIATIVES AND ACTIONS  
THAT WILL PROTECT  
OUR ENVIRONMENT  
WITHOUT HURTING OUR  
COMPETITIVENESS.  
WE CAN MAKE IT. "



**KALEIDO**

IDEAS & LOGISTICS

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