



# Corporate Sustainability Programme

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## MOVING AND STORAGE SERVICES

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MOVING - STORAGE  
 RECORD MANAGEMENT  
 ARCHIVE DESTRUCTION  
 PACKING MATERIAL



FIDI ACCREDITED  
 INTERNATIONAL  
 MOVERS





## 1. Introduction:

Sustainability was, is and always will be part of the Streff DNA. As a family business in fourth generation, it is our intrinsic motivation to foster a sustainable triad of an economic viable, ecological friendly and social engaged business. We want to protect the quality of life we as society currently enjoy. We also want to do our contribution to conserve it for future generations. This can only be done with an overall sustainable approach.

The classic definition of sustainability covers three domains: **Ecology, Economy** and **Social**. Economic activities are at the heart of every business. The importance of ecological and social engagement has drastically increased over the last two to three decades and will further have an impact on the moving industry. The question in general is in which correlation these three aspects of sustainability are implemented and **governed** in a company. The highlighted aspects will be further described in the following.

A message from Maximilian and Max, Managing Directors of Streff:

We believe that our success is not measured solely by our profits, but also by the positive impact we create. As entrepreneurs in a family business, it is especially important to us not only to achieve sustainable financial success, but also to make a meaningful contribution to the environment and society.



## 2. Environmental policy

Although we feel that environmental efforts have been made in the last few years, we still realize that there is always potential to improve. Streff will continue to look out for new environment friendly materials, processes, and technology. The environment issue will remain on our agenda, as this is a challenge that will never stop!

### Office

We are in the final steps to transform our business operations from a very paper-based to a mostly digital one. We promote the use of electronic files and ask all colleagues to make recommendations on how to further improve our processes.

We have constantly made all office works aware of excessive printing in the past and are seeing reductions on the overall printing quantity. This is also a consequence of having fully digital process. On a side note, the expenses for office supplies were reduced, having an environmental as well as financial impact.

Plastic cups have been banned from the office years ago. Cans as well as plastics bottles need to be disposed in the "blue bag" to return them to their recycling cycle. Cartridges are collected at the IT department. The heating of our warehouse is operated either with natural gas, which is an environmental-friendly fuel, or with sustainable shredded wood.

### Vehicles

Streff aims to operate a modern fleet. Consequently, we renew our fleet in regular cycles to further reduce the carbon footprint due to improving technology. Furthermore, all vehicles are maintained as advised by the respective manufacturer.

Due to rigorous maintenance we could extend the life of some 26t trucks once the economic situation on alternative fuel systems became more clearer: Carbon neutral trucks based on electricity or hydrogen are not yet economic viable. On the other hand, the life span of traditional diesel trucks can be extended in a sustainable matter and once not viable anymore replaces them with low-consumption models. Therefore, Streff carefully monitors the current technological advancements. Streff was the first Luxemburgish company to provide moves fully electrical due to the acquisition of two fully electric boxed vans with a payload of around 950kg as well as approx. 20m<sup>3</sup> loading volume. By gaining experience with these two vehicles, we expect to further exchange our fleet and continue our sustainability transition.

Furthermore, Streff achieved to have 100% electrified their car fleet in 2024.

### Waste

Streff has a strict waste management approach and follows the traditional waste pyramid. The following actions are to be prioritised as follows and described with some examples:

#### 1. Prevention

Wherever possible, we try to prevent the creation of waste. This starts from not printing information that can be stored digitally and continues with an efficient route planning. We aim to make use of reusable protection material like covers or security boxes to prevent the usage of packing material, that can "only" be recycled.

#### 2. Minimisation

Packing material is essential in the moving industry to protect the goods of our customers. Our staff is trained on a regular basis to use the minimal necessary amount of packing material to protect the goods of the customer.

With regards to our recycling facility, we compress the recycled materials to minimize the number of necessary transports to the recycling facility. In the context of Styrofoam, we thereby reduce the number of transports from 30 to 1.



### 3. Reuse

Streff still makes use of traditional cardboard boxes. All of our cardboard boxes are FSC certified and are from high-quality to ensure a long-lasting lifespan. Although we are aware that plastic-based boxes with much longer lifespan exist, we currently do not believe in the sustainability case of these products, especially in international removals. Nevertheless, we closely monitor current industry trends. As we were not able to build a sustainable network in the last years for the reuse of furniture, Streff has invested in a start-up from Germany which business model bases on buying / reselling of used office furniture together with some added-value services.

### 4. Recycling

At our waste sorting facility we sort and separate around 35 materials and introduce them back into their recycling cycle. These materials include:

- Paper
- Cardboard
- Plastic
- Wood
- Metal
- Styrofoam
- Liquids
- Batteries
- ...

We encourage all Streff employees to make use of the provided recycling bins.

### 5. Energy Recovery

The typically produced waste within a moving company is unfortunately by law mostly not suitable for energy recovery. Streff's focus aims rather at actions one to four.

### 6. Disposal

By respecting the actions one to five we aim to minimize the amount of waste that can only be disposed. Nevertheless, looking not only on direct but also indirect sustainability factors we are realistic: Currently, along your complete supply chain, it is not realistic to be completely disposal free.

## Warehouse

For our warehouses we have implemented and aim in case of new warehouses at the following aspects to drive our sustainability efforts:

- Our warehouses are only heated in working areas.
- Rainwater is collected to supply the toilets of all our offices and warehouses in Windhof
- Warehouses and offices are mostly equipped with LED lights in order to reduce energy consumption
- We installed a 700kWp photovoltaic system in Windhof on the roof of our warehouses. We already produce electricity there for 25 years.
- Our warehouses have enough transparent roof panels and/or windows to provide enough light for any daily operations to reduce our overall electricity consumption.
- Furthermore, in our standardised, palletised warehouses used mainly for achieving, we use white plastic covers for all pallets, which reflect the daylight entering through windows and translucent roof panels to further increase the brightness in the warehouse, so we hardly use electrical lighting on clear days.



To further reduce our footprint Streff currently reviews the following investments are currently reviewed:

- Build a photovoltaic system on the Strassen warehouse
- Build a photovoltaic system on the Aubange warehouse
- Installation of further movement detectors for light activation
- Installation of heat pumps (only in combination with photovoltaic system)

### Operations

Streff Removals encourages co-loading of shipments where possible to support both the economical as well as environmental benefit.

As an analysis of our CO2 emissions has shown, most of our Scope 1 & 2 emissions were created with transport operations as well as with company cars. Consequently, Streff has committed to participate in the Lean & Green program, where we have set a relative CO2e/km reduction goal of 20% until 2027 (base year 2022). For this, an action plan has been created with 10 measures, ranging from eco-driving lessons, idling optimisation, aerodynamic improvements and fleet replacements / additions.

## 2. Economic

Streff is a commercial enterprise, committed to its shareholders. Without economic success, no environmental nor social efforts are not possible. Nevertheless, Streff is at heart a family business. Consequently, Streff always weighs the three factors of sustainability for each of its decision and not solely focuses on pure economic profit.

## 3. Social

### **Health & Safety**

Following our Code of Conduct, Streff declares:

- To assume responsibility for health and safety towards its employees.
- To contain risks and ensure the best possible precautionary measures against accidents and occupational diseases.
- To provide training and ensure that all employees are knowledgeable about occupational safety.
- To establish and implement an appropriate occupational safety management system.

### **Diversity, Equity, and Inclusion**

Following our Code of Conduct, Streff declares:

- To promote equal opportunities and equal treatment of its employees regardless of skin colour, race, nationality, social origin, disability, sexual orientation, political or religious beliefs, gender, or age.

Furthermore, if suitable for a job position, Streff welcomes any applications from handicapped job seekers.

In addition, Streff helps, in case of a re-integration into the working environment after for example a medical treatment, its employees to best start back into their job with adaptation to the working place and/or hours.

### **Employee Engagement, Fair & Respectful Treatment**

Following our Code of Conduct, Streff declares:



- Not to tolerate unacceptable treatment of workers, such as psychological hardship, sexual and personal harassment, or discrimination.
- Not to tolerate conduct (including gestures, language, and physical contact) that is sexual, coercive, threatening, abusive or exploitative.
- To provide adequate remuneration and ensure the national minimum wage set by law.
- To comply with the maximum working hours established by law in each country.

### Learning & Development Opportunities

Streff believes in life-long learning. Our work environment constantly evolves and the requirements from our customers constantly change. Hence, we support our employees in identifying fields for improvement and financially support trainings of our employees to provide them with development opportunities.

Furthermore, by training on topics of work safety, sustainability, IT security we also reduce our own risks as well as increase or sustainability / social impact.

### Community Engagement Initiatives

Streff identifies itself as a member of the communities we are situated. As a consequence, we continuously support clubs / initiatives that serve a social purpose and can be allocated to one of the following groups:

- Is situated or makes an impact in one of the communities we have our sites.
- One of our employees is actively contributing to it and we want to support this employee

If none of the above are true, management can make an exception for the good cause.

## 4. Governance

### Monitoring

With the increasing importance of ESG, we have decided to appoint a QSE manager to monitor our activities, give advice on the impact of decisions as well as identify new trends / opportunities.

To monitor risks, all corporate sustainability risks are included in the overall risk matrix of the company.

### Review

This Corporate Sustainability Programme is reviewed by the management board at least once a year together with the QSE manager and enhanced if necessary. All Streff employees are invited to constantly challenge this programme to bring us together forward.

### Communication

This Programme is in its newest version available on the company-wider SharePoint.