

CSR AND ESG

Commercial freight forwarding constitute the key activities of NTG. Operations are carried out at locations throughout Europe, Asia and the US.

The Group is a partnership constituted of more than 80 companies in which the ownership of individual companies in the Group is shared between the parent company, local management and employees in partner companies. The parent company is a majority shareholder in all partner companies. NTG employs +1.300 persons of which the vast majority is administrative office-based workers deployed in the planning and booking of freight forwarding.

CSR-related risk analysis

NTG's potential risk of influencing the environment, social- and employee relationships, human rights and anti-corruption is estimated to be limited, as compared to non-CSR related risk. Risk is seen as a combination between impact and likelihood of any given subject.

Environmental policies

NTG have identified three areas which requires attention in relation to environmental and climate related risk: NTG wishes to continuously improve the organization's environmental impact. The company commits to comply with relevant environmentally oriented legislation. NTG is in the process of aligning all work in relation to environment and climate with the ISO 14001 requirements. NTG's environmental policies are formalized in the Quality and Environmental Manual.

Our efforts and results

In August 2018, NTG obtained both ISO 14001 and ISO 9001 certifications in many of the Groups subsidiaries and hereby concluded two years of effort. In 2018 the company has continued its effort to install light regulating sensors throughout NTG facilities, and to replace all lighting with LED sources. The results for 2018, measured as kWh pr. headcount, were satisfying, and the company maintains its ambition of further lowering the use of electrical equipment and resources. NTG has continued efforts to minimize consumption of paper, and hereby help to reduce deforestation. NTG has done so primarily by reducing printing through smarter IT solutions and by placing a significant focus on awareness of paper product related issues, which has led to a satisfying decrease in paper usage. In order to minimize fuel consumption related emissions, NTG have throughout 2018, completed the replacement of gas-driven forklifts with electrical ones. Furthermore, NTG Group has reached a Euro Norm (diesel engine efficiency norm) score average just short of six, higher than the target average of five. However, NTG will continue to focus on diesel engine efficiency. The company does so by making inquiries about the Euro Norm scores of subcontractor's vehicle fleets, in order to ensure a continuous improvement among subcontractors throughout Europe. When engaging in activities with new contractors, the company maintains the Euro Norm score as a decision criterion, which has been used in 2018 to choose among partnerships.

Our employees mean everything

The Group's most important asset is its employees, who strive to solve and exceed the customers' needs, requirements and expectations. The company is dependent on having satisfied employees who can perform their job in a safe and productive environment. These ambitions are reflected in the objectives of NTG. In cooperation with its sub-contractors, NTG conduct road safety initiatives that are continuously evaluated and improved. NTG strictly prohibits driving while under influence of alcohol, drugs, pharmaceuticals or while fatigued. Furthermore, compliance is required with the existing regulations regarding driving and rest time for employees who drive heavy vehicles.

Efforts and results

In order to ensure monitoring of employee satisfaction, NTG conduct yearly employee satisfaction surveys. Furthermore, NTG presents results of the survey to employees, in order to identify dissatisfactions not illustrated or included in the survey. The company encourage all employees to act upon any dissatisfaction, with either the survey results, or the workplace in general, in order to continuously improve working conditions for employees. In 2018, NTG has been able to reach a satisfying employee satisfaction score, which reflects that of the sector.

Human rights policies

The Group acknowledge and support maintenance of internationally declared human rights and base its work on UN's universal declaration on human rights and interpretation as it is the responsibility of the state to protect, and companies' responsibility to respect these rights. NTG does not discriminate, and prohibits any discrimination based on race, color, religion, gender, age, nationality, sexual orientation, disability, political observation, social background or any status protected by the law. NTG condemns all form of forced labor and all exploitative working conditions and does not employ, or cooperate, with entities that employ persons under the legal working age.

Code of conduct

Throughout 2018 NTG has continued to actively promote values inherent in the code of conduct, such as, but not limited to, diversity, among partner companies. Since operations commenced, NTG has terminated collaborations with haulers due to code of conduct related non-conformities. Such terminations of cooperation have also happened in 2018.

Anti-corruption policies

The Group does not accept corruption in any form and the company is committed to prevent the occurrence of corruption and bribes to any person, whether private, public, direct or indirect. NTG recognizes that facilitation payments are bribes, and as such NTG is committed to work to identify and eliminate them. The Group is committed to comply with relevant legislation concerning anti-corruption and to introduce standards required.

Efforts and results concerning anti-corruption

In 2018 NTG has continued to distribute its code of conduct to new and existing partners. As a result, partners within the Group have communicated the company's policies and values in relation to anti-corruption and bribery to sub-contractors and customers, both in order to ensure compliant behavior and represent the effort of NTG to avoid such. NTG have not identified any cases where the company's policies in relation to anti-corruption and bribery has been violated during 2018.

DIVERSITY

Account of the gender composition

NTG is committed to ensure that all employees have the best opportunities to create a career in the Group. Our employees are our key to success. Group Management does not discriminate based on gender but wants to employ the best candidate for the job in question. Management is aware that the transport industry is an area that attracts men to a higher degree than women, which obviously affects the gender representation. However, to ensure continued access to a broad range of employees and skills, it is management's objective to try to increase the share of women on both the management team and in the organization generally. The share of female employees in the Group was 36 % in 2018, whereas the share female of executives was below 20 %. It is an element of NTG's HR policy that its female employees should find that they have the same career and executive promotion options as male employees.

The Group has a target of 1/7 representation of the underrepresented gender on the Board of Directors, which is expected to be reached by 2022 at the latest. The target has not yet been reached as, at the end of 2018, all board members were men. The time horizon is based on the Company's current Board of Directors has the skills and composition that the Group's strategic developments currently requires. It is the policy of the Group to always appoint the best qualified candidates to leadership posts and at the same time support and enhance the qualifications of female leadership talents. In connection with ongoing changes in the Board of Directors, the objective of representation of the underrepresented gender in the Board will be pursued by specifically focusing on identifying and considering female candidates in the process.