

THIS IS OUR SUSTAINABILITY REPORT 2022

(A PERSONAL COMMITMENT TOWARDS A
UNIVERSAL GOAL)



KLEIDO

KLEIDO
IDEAS & LOGISTICS

ONCE MORE, THIS ANNUAL REPORT GIVES US THE CHANCE TO TAKE A MINUTE AND LOOK AT WHAT WE HAVE BEEN DOING, WHAT WE GOT RIGHT AND WHERE THERE IS ROOM FOR IMPROVEMENT. AN EXERCISE OF SELF-AWARENESS THAT HELPS BUILD NEW STEPS TOWARDS THE FUTURE

LOGISTICS BUT DIFFERENT

COMPANIES AND THE PEOPLE WHO MAKE THEM UP ARE THE LEVER FOR CHANGE TOWARDS A BETTER WORLD AND A MORE SUSTAINABLE FUTURE. OUR GOAL CAN ONLY BE ACHIEVED BY COMMITTED PEOPLE WITH A GLOBAL PERSPECTIVE WORKING TOGETHER AND NEVER LETTING GO. WE WILL KEEP LEARNING, CHALLENGING OURSELVES AND ENCOURAGING OUR PARTNERS TO JOIN US IN THIS EXCITING PATH TOWARDS A BETTER WORLD.



1

HOW WE STRUCTURE SUSTAINABILITY

1.1

THE POWER OF A TEAM

1.2

OPTIMISING RESOURCES

1.3

WE INVEST CONSCIOUSLY

1.4

BUILDING COMMUNITY

2

A SHARED COMMITMENT

3

WE ARE CERTIFIED

4

THIS IS OUR MANIFEST



**MANAGING
LOGISTICS
SINCE** **1976**

**BRINGING
PEOPLE
TOGETHER
WORKING AS A TEAM**



11 NATIONALITIES

268
PROFESSIONALS

4 CONTINENTS

SPECIALIZED IN

**NATURAL
RESOURCES**

**RENEWABLE
ENERGY**

**INDUSTRIAL
PROJECTS**

**FOOD &
RETAIL**

**AUTOMOTIVE
SECTOR**

OWN ASSETS LOGISTIC CENTRES & EQUIPMENT



**50,000sqm
TERMINAL**

**KVALEIDO
VIGO PORT
TERMINAL**

WWW.KVALEIDOLOGISTICS.COM

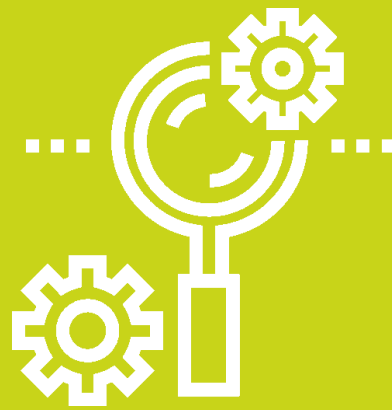
KALEIDO OFFERS INNOVATIVE AND SUSTAINABLE LOGISTIC SOLUTIONS

1. THE WAY WE STRUCTURE SUSTAINABILITY

**THE POWER
OF A TEAM**



**OPTIMISING
RESOURCES**



**WE INVEST
CONSCIOUSLY**



**BUILDING
COMMUNITY**



We guarantee a happy workplace

Our team's satisfaction level is kept high thanks to our Well Flex policies

RECONCILIATION
MEASURES
AT LOGISTIC
CENTRES

99%
PERMANENT
JOB
CONTRACTS

98%
SATISFACTION
AT WORK

NEW
RECONCILIATION
MEASURES

8.02
(OUT 10)
COMMITMENT
LEVEL



8.6 YEARS
SENIORITY
IN THE
COMPANY

+450
HOURS LISTENING
TO OUR TEAM'S
360°
ASSESSMENT

FLEXIBLE
SCHEDULES
IN THE
WORKPLACE

We guarantee a sustainable future

2% staff turnover rate.



FOLLOWING THE OKR METHODOLOGY, REPRESENTATIVES FROM ALL BUSINESS UNITS HELPED DEFINE THE GROUP'S BUSINESS STRATEGY.

STRATEGIC PLAN FOR 23/24 IN FORCE



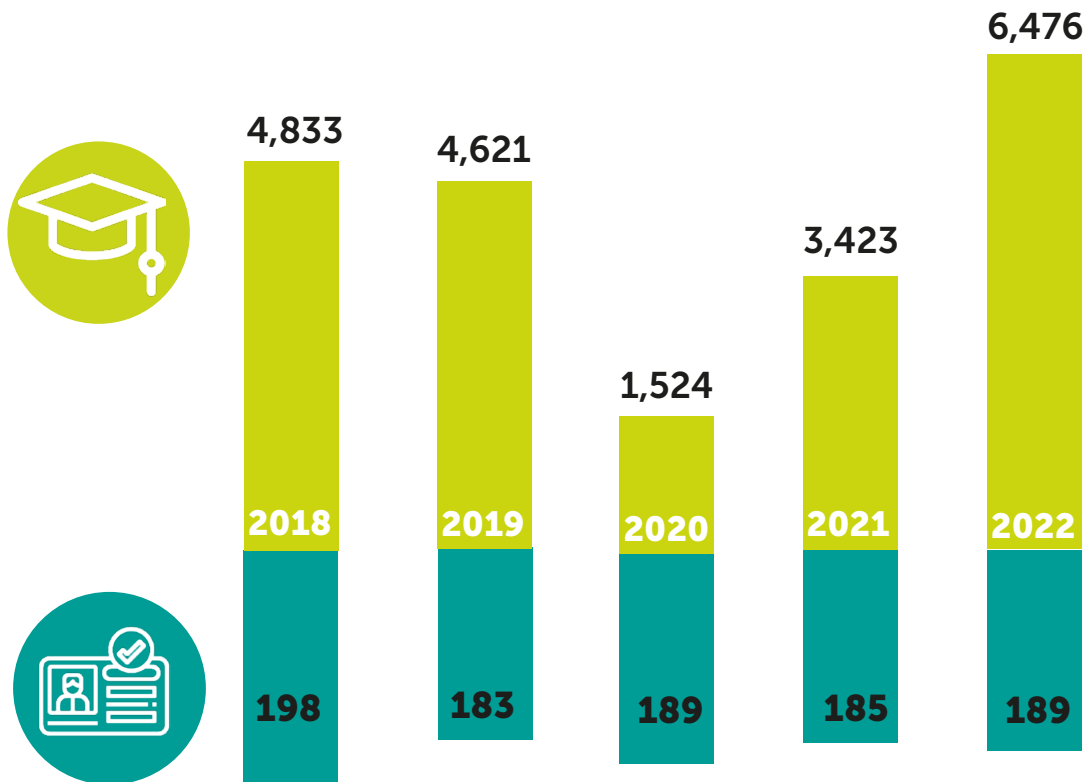
100%
OF OUR
EMPLOYEES
TRAINED IN:

ENERGY
EFFICIENCY

SUSTAINA-
BILITY

DIGITAL
POLLUTION

ANNUAL TRAINING HOURS



NUMBER OF PARTICIPANTS

40% INCREASE OF TRAINING HOURS PER EMPLOYEE COMPARED TO 2019 (I.E., YEARS NOT AFFECTED BY COVID).

Equal opportunity employer

80%
MANAGEMENT
POSITIONS
HELD BY
WOMEN

EQUAL PAY
FOR MEN
AND WOMEN



+23%
WOMEN IN
POSITIONS
TRADITIONALLY
CONSIDERED
MALE-ORIENTED

According to data from the European Commission, if in the entire European economy 54% of workers are men and 46% are women, in the Logistics and Transport Sector, which employs around 11 million people in Europe, women only represent 22% vs. 78% in the case of men.

38% of Kaleido's team is made up of women, well above the average found in companies operating in the European logistics sector

6
CAREER PLANS
SUCCESSFULLY
FINISHED

15
CAREER
PLANS IN
FORCE

4
CAREER
PLANS
STARTED

TRANSPARENCY
EQUALITY
AND HONESTY IN
THE RECRUITMENT
PROCEDURES

We collaborate with organisations that promote employment and social integration (The Red Cross and local employment programmes).

Collaboration with training schools in Spain and Portugal.

Universidade de Vigo



WHAT'S NEXT FOR 2023?

GOAL 1:

To guarantee happiness at work

To keep our team's satisfaction level, creating the best work environment, the best team, and the best possible project.

GOAL 2:

To guarantee a sustainable future

To keep learning about sustainability with our team.

To create a circular and sustainable system of training-means-resources-employment in Angola.

Transversality as a tool for team development and growth.

To boost internal talent through our transversal training programmes.

To develop our workers' potential to guarantee our working teams' growth.

GOAL 3:

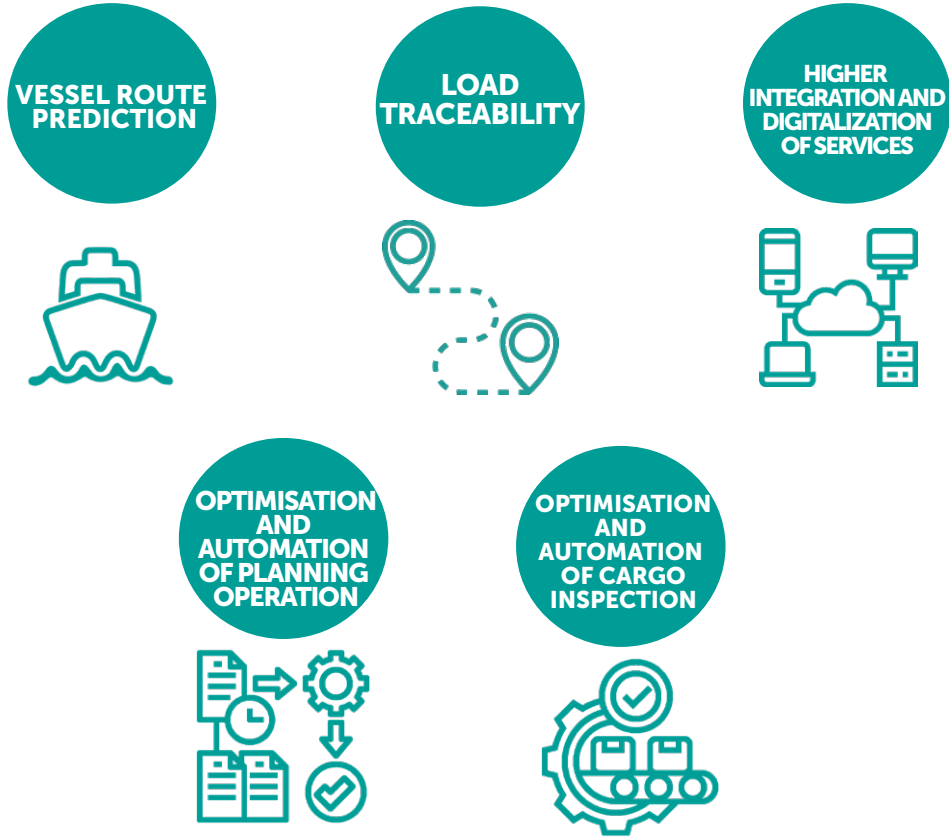
To guarantee equal opportunities

Implementation of tools that help detect the best candidates and identifying the growth potential of all members of the organisation.



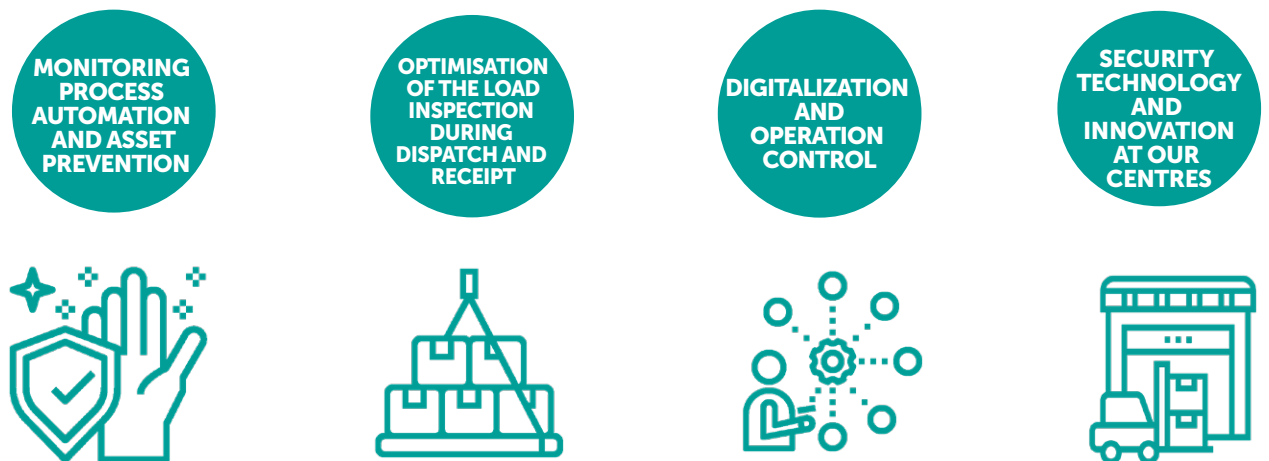
Increased competitiveness in logistics for renewable energy projects

We keep promoting highly valuable initiatives in engineering, digitalization and innovation applied to renewable energy via:



We optimise operations in our centres

We develop and implement new technologies to automate logistic operations:



KALEIDO TECH DEVELOPMENTS

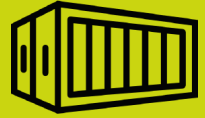
KALEIDO
MAGNET FOAM

WE HAVE PROTECTED
+ 1,500
WIND POWER COMPONENTS



KALEIDO
FREIGHT
INTELLIGENCE

WE HAVE TRACKED
13,100
SHIPPING CONTAINERS



KALEIDO
SHIPPING BOARD

WE HAVE TRACKED
+ 23,000
TRUCK SHIPMENTS



KALEIDO
KARBON TRACK

WE HAVE TRACKED THE
CARBON FOOTPRINT OF
+ 378,000 LAND TRANSPORTS
+ 500 AIR TRANSPORTS
+ 2,377 TEUS



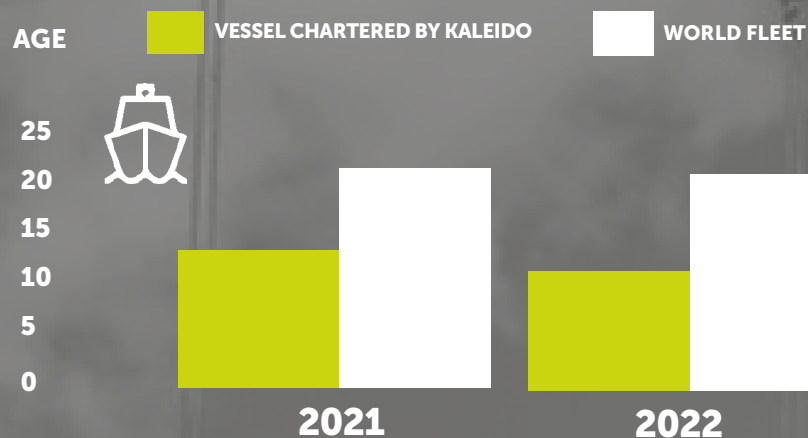
<https://products.kaleidotechnology.com/>

1.2 OPTIMISING RESOURCES

CO2 emissions reduction

We have reduced scope 3 emissions thanks to:

- A decrease of the average age of the vessels chartered by KALEIDO (compared to the average age of the world fleet).



*Calculation based on the UNCTAD report, data query in Marine Traffic.

- The decrease in corporate trips with respect to 2019 (non- COVID year).

Reduction in waste generation

- We have reduced dangerous waste generation at our port installations.

Reduction of our digital footprint through the elimination of physical servers and the storage optimization and general services.

Reduction of paper consumption through measures such as the use of QR codes in documentation delivery.



And we are ISO 50001 certified (international standard providing requisites to establish, manage and improve consumption and energy efficiency).

Foster innovation dynamics

We foster innovation both within and outside Kaleido, as well as the co-creation of innovative projects.



We contribute to the transformation of our customer’s businesses through corporate innovation programmes by pooling our technological capabilities with those of suppliers, collaborators, and start-ups.



CORPORATE INNOVATION PROGRAMMES



Enhance innovation and innovative solutions in the blue economy

We are partners of the **AspBAN** (Atlantic Smart Ports Blue Acceleration Network) project to be funded by the European Commission’s European Maritime and Fisheries Fund, in accordance with the goals set by the Atlantic Strategy Committee’s (ASC) Atlantic Action Plan 2.0. The project is mainly aimed at developing a dynamic acceleration platform that would help Atlantic ports promote blue economy centres on an open innovation basis and foster the collaboration between ports and startups through specific pilot projects (which increase the chances of their solutions being implemented in port environments).

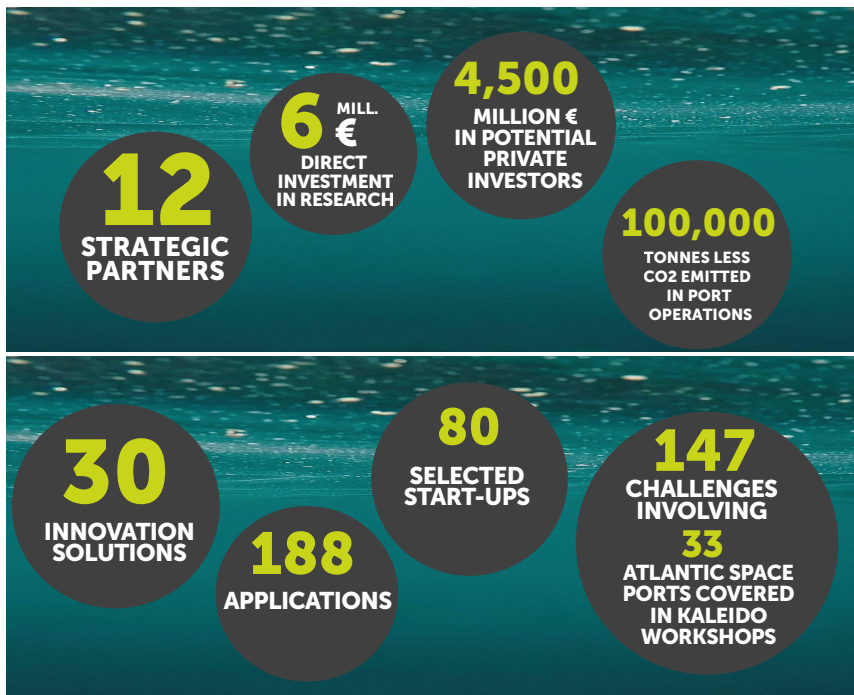
AspBAN invited us to the United Nations Congress held in Lisbon as speakers.



We participated as mentors in the project’s **ONLINE PITCH DAYS**.



We organised the **TECH DAY INTO BLUE ECONOMY VALUE CHAIN** (an event focusing on the importance of open innovation as a key element within the blue economy).





GOAL 4:

Achieve further logistic competitiveness in renewable energy projects

Keep promoting high-value initiatives for renewable energy projects (engineering, digitalization and innovation.)

GOAL 5:

Optimizing our centres' works

Development and implementation of new technologies for logistical operations automation.

Improve optimisation and sustainability in Kaleido's ecosystem logistics through innovative solutions.

Keep investing in improving the safety of the machines installed.

**GOAL 6:
Drive innovation dynamics**

Foster the co-creation of innovative projects within Kaleido's ecosystem.

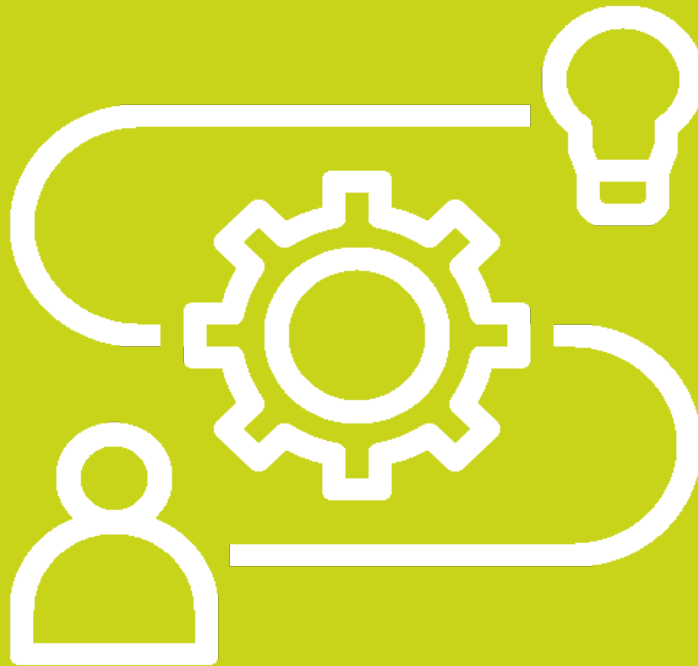
Keep transforming our customers' businesses through corporate innovation programmes by pooling our technological capabilities with those of suppliers, collaborators, and start-ups.

Drive innovation, the transfer of know-how and the creation of technology solutions to contribute to the sustainability of a blue and green economy.

**GOAL 7:
Enhance security in our communications**

Implementation of the ISO 27001 Standard by the end of 2024.

Improve our management, communication, and data traceability systems through the promotion of internal digitalisation.



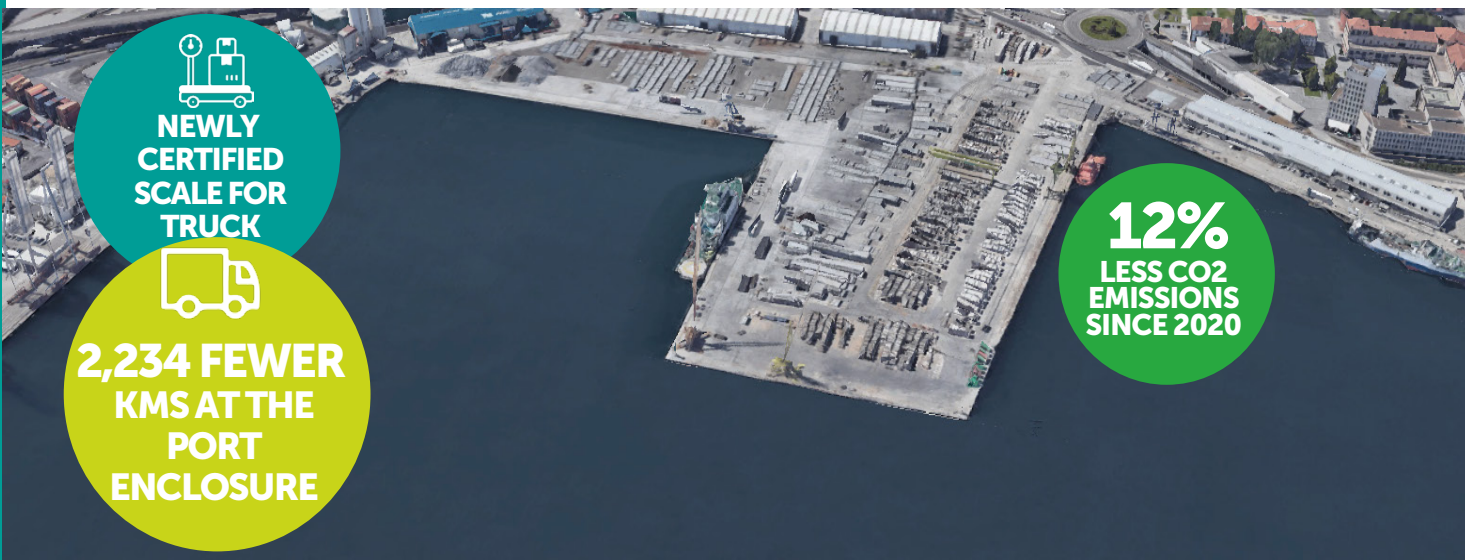
We have increased our assets' efficiency and sustainability

KALEIDO VIGO PORT TERMINAL

At the general loading docks of Vigo's Port, Kaleido handled 80% of all cargo on **70%** of the surface before 2020.

After the granting and launch of the **Kaleido Vigo Port Terminal**, the Company handles 75% of the goods in a single space occupying **51% of the surface**. The most positive aspect is the increase in the volumes of goods handled by Kaleido and other operators in the past two years. This is the best indicator of the success the optimization policy for port spaces has had (as undertaken by Vigo's Port Authority).

Furthermore, continuous improvements in efficiency and the following savings in consumption and emissions have been achieved:

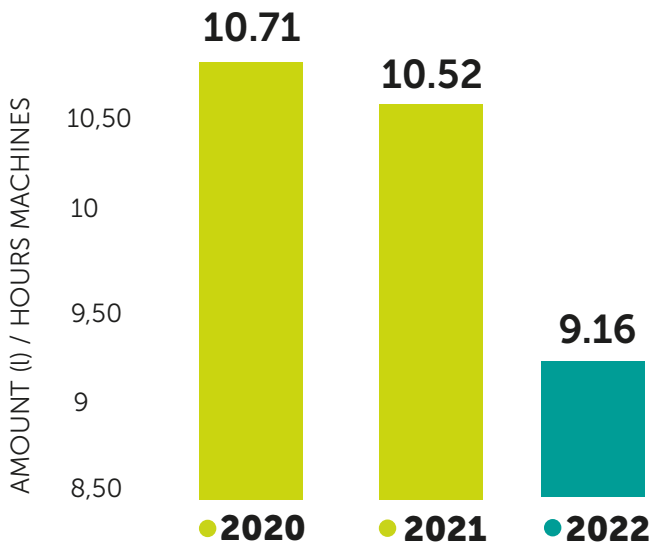


**NEWLY
CERTIFIED
SCALE FOR
TRUCK**

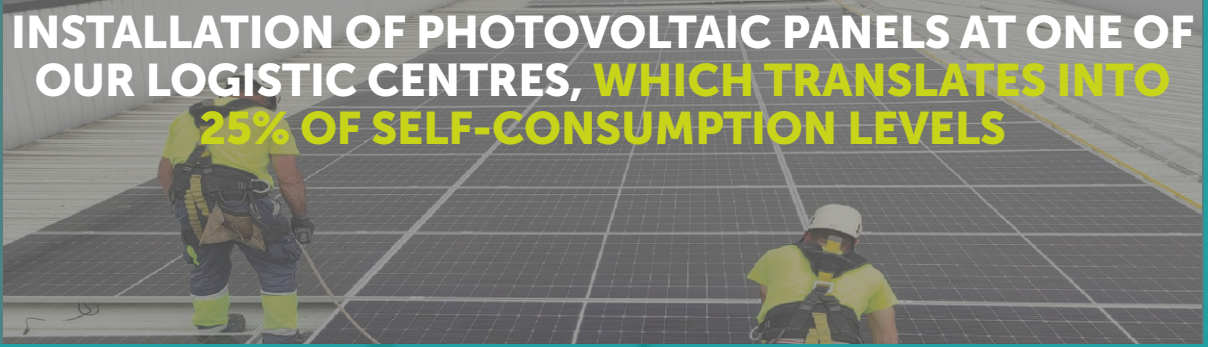
**2,234 FEWER
KMS AT THE
PORT
ENCLOSURE**

**12%
LESS CO2
EMISSIONS
SINCE 2020**

**B DIESEL CONSUMPTION AT
KALEIDO VIGO PORT TERMINAL**



For the second year in a row, we have reduced CO2 emissions linked to B Diesel consumptions at our Terminal. And we will keep working to similarly reduce our footprint year after year.



WHAT'S NEXT FOR 2023?

GOAL 8

Planification and set up of a Sustainability Certification for our investments and processes.

GOAL 9

Keep promoting carbon footprint reduction, specially through the electrification of port activities and logistic centres.

GOAL 10

Automation of processes to improve efficiency and prevent occupational risks.

We opened our school, Sagrado Coração de Jesús, at Namibe (Angola) in March 2022

INDOOR
AND
OUTDOOR
PLAY-
GROUNDS

350
KIDS BETWEEN
5 AND 15
YEARS OLD

2
SCHOOL TURNS
MORNING
AND
AFTERNOON

8
CLASS-
ROOMS



Create a direct communication channel between the children attending the Namibe school (in Angola) and the global Kaleido community.

We have promoted sports, social and cultural initiatives

We have donated school supplies, didactic materials, and sanitary equipment to the school.



WE
CELEBRATED
CHILDREN'S DAY
WITH THE
KIDS IN
THE
COMMUNITY

2

FUNDRAISERS
TO COLLECT
SCHOOL AND
HEALTH
MATERIAL



5,000
MASKS
DONATED BY
Mr Broc

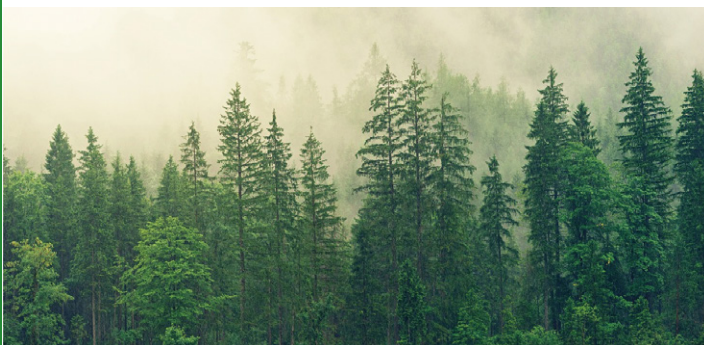
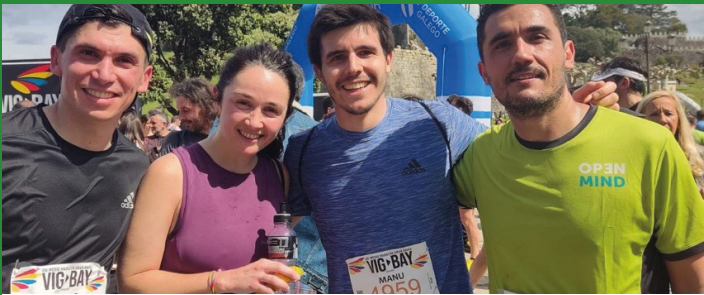


We have taken part in the IV International Meeting of Cistercian Abbeys, held at the Alcobça Monastery-Portugal, to discuss the challenges the Cistercian heritage faces to achieve sustainable development.



We keep working in the restoration of the Santa Maria de Oia Monastery while fostering cultural dynamization beyond borders. We broaden the impact of cultural dynamization at a European level.

We promoted our team's participation in sport events.



Thank to our team taking part in Healthy Cities, more than 11,000 trees have been planted to combat deforestation.



#KALEIDOAGAINSTSARCOMA

100%
OF OUR
TEAM
INVOLVED IN
FIGHTING
SARCOMA



1.4 BUILDING COMMUNITY



4,300€
DONATED
TO SARCOMA
RESEARCH

Helping those around us

We promote local environmental awareness.

-Amicos foundation



We support communities in need.

**FOOD
BANK**

**DONA-
TIONS FOR
SOUP
KITCHENS**



GOAL 11

Sign agreements with Angola's Polytechnical Institutes to make sure children carry on with their education after school, taking part in curricular and extracurricular activities and setting up a recruitment agency.

GOAL 12

To actively participate in stakeholder groups, forums, and associations whose purpose is to improve sustainability at group level.

Wellbeing, Sustainability and Equality Committees promote activities that impact people and society as a whole. These Committees regularly interact to identify potential needs and improvements and to fulfil the commitments made. Each one is made up of different work centre representatives, and the Steering Committee is directly involved. This allows us to work transversally and achieve global goals.

SUSTAINABILITY COUNCIL

STEERING COMMITTEE



"The Wellbeing Committee enthusiastically puts forward many ideas and proposals that we, in turn, are able to transform into a reality thanks to the energy and work that is put in. Being part of this Committee and taking part in the Equality and Sustainability Committee allows me to act as a change agent and to work in situations that, separately, are very valuable but that, together, have the power to steer us towards a more sustainable, egalitarian, and better future."

CRISTINA RODRIGUEZ, CHAIR OF THE WELLBEING COMMITTEE



ISO 9001: 2015 QUALITY MANAGEMENT SYSTEM

This certification determines the suitability of the overall organizational structure, including responsibilities, procedures, processes, and resources established to deliver quality management. We have been certified since 2001.



ISO 14001: 2015 ENVIRONMENTAL MANAGEMENT

This provides companies with practical tools to manage their environmental responsibilities by underlining their commitment to protect the environment and manage the risks. We have been certified since 2004.



ISO 14064

Verification of greenhouse gas emissions "Greenhouse gases. Specification with guidance at the organization level for quantification and reporting of greenhouse gas emissions and removals." We have been certified since 2014



45001:2018 OCCUPATIONAL HEALTH AND SAFETY MANAGEMENT SYSTEM

International regulation providing global safety and health systems within the work environment, intended to protect people from accidents and work-related illnesses. We have been certified since 2019



ISO 50001 : 2018

International regulation applied to organizations of any size which provides requisites to establish, manage and improve their energetic consumption and efficiency.



CARBON FOOTPRINT REGISTRY

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 166002:2014

This certification proves that a company carries out innovation activities orderly and systematically to improve and promote corporate creativity, which sets it apart from every other player. We have been certified since 2009.



EMAS

The Eco-Management and Audit Scheme (EMAS) is a premium management instrument developed by the European Union, recognizing the organizations implementing an SGMA (Environmental Management System) and pledging their commitment to continuous improvement. We have been certified since 2014.



AUTHORISED ECONOMIC OPERATOR

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



TRACE CERTIFIED

TRACE certified for 8 years in a row. International organization providing companies with tools and assistance to fight bribery and other irregular practices.



BIMCO. BALTIC AND INTERNATIONAL MARITIME COUNCIL

BIMCO is the largest international organisation of shipowners, charterers, shipbrokers and agents. Around 60% of the world's merchant fleet is a BIMCO member.



WWPC. WORLDWIDE PROJECT CONSORTIUM

International organisation made up of companies specialised in project and oversized cargo logistics. Kaleido is a founding member and has been representing Spain for over 20 years..



CEAGA. GALICIAN AUTOMOTIVE AND MOBILITY CLUSTER FOUNDATION

The Galician Automotive and Mobility Cluster Foundation (CEAGA) is an industrial group, created in 1997, to enable the development of cooperative projects aimed at improving competitiveness.



GALICIAN LOGISTICS CLUSTER

An organisation created to promote Galician logistics and achieve a competitive advantage in the interest of the economy as a whole.



APD. THE GLOBAL EXECUTIVE COMMUNITY

It is the largest community of executives in Spain, but also in countries such as Colombia, Peru, Ecuador, Portugal, and Morocco. A community that has managed to create a stable and rigorous networking and training environment.

THIS IS OUR SUSTAINABILITY REPORT 2021

(OUR WAY TO A DIFFERENT KIND OF LOGISTICS)



KALEIDO
IDEAS & LOGISTICS

THIS IS OUR SUSTAINABILITY REPORT 2020

(THIS IS HOW WE DO THINGS)



KALEIDO
IDEAS & LOGISTICS

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.

KALEIDO

IDEAS & LOGISTICS

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