



# CSR Report 2019

TITAN Group

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## About this report

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This is the mandatory reporting for the TITAN Group (Barker Holding ApS) including subsidiaries on our social responsibility, as stated in section 99a and 99b of the Danish Financial Statements Act.

This statement is prepared for the entire TITAN Group including TITAN Storage Solutions A/S and TITAN Containers A/S. The TITAN group will apply the exemption provisions in the Danish Financial Statements Act and has therefore not prepared independent CSR reports for TITAN Storage Solutions A/S and TITAN Containers A/S.



Layland Barker, CEO, TITAN Containers

## To all stakeholders

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I continue to support fully the United Nations Global Compact to realise universal sustainability and all company related social responsibilities. I actively promote all of these values to ensure compliancy with the ten principles as well as the correct governance of and within the TITAN Containers group.

As CEO, I have declined all and any unethical business opportunities, I have instructed all team members to act accordingly. In those countries where bribery and corruption are rife, I have instructed greater vigilance. On the very few occasions where required, irrespective of the commercial impact, TITAN has reacted in accordance with these robust policies.

Negative and positive discrimination is unacceptable. Work place equality is reality and I encourage the employment and subsequent advancement of all irrespective of the individual's gender and their ethnic, cultural and/or religious heritage.

As a commercial enterprise, the desire and pressure to perform is present, but never is this compromised with the UNGC goals and the ten principles. Whilst commercial interests remain important, there is always a path to business success, which accommodates all interested parties' best long-term interests. This is the path of preference for the TITAN Containers group.

These values have been practiced for many years and I intend these remain the fundamental backbone of the TITAN Containers group on its' continued journey. I share and actively encourage these values with all in the Company as well as with all shareholders. I balance commercial success with all the social responsibilities encompassed in the ten principles for a sustainable society and successful business.

As the TITAN Containers group continues to expand, I recognise the need to be constantly vigilant to ensure the full understanding and compliance with these important values.

Yours sincerely

A handwritten signature in black ink, appearing to read "L. Barker", written in a cursive style.

**Layland Barker**  
CEO  
*TITAN Containers*

# About the company

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## **OFFICES AND ORGANISATION**

The TITAN Group has an international organisation spread across offices in 17 countries on 4 continents. The Group is headquartered in Taastrup, Denmark.

## **OWNERSHIP AND HISTORY**

Founded by Layland Barker in 1987 TITAN has become perhaps the largest privately owned company supplying shipping and storage containers for a vast multitude of applications. TITAN's initial goal was to pass on the advantages of high volume with providing end-users with top quality containers and services always with competitive pricing. Today, more than 30 years later, TITAN maintain the same targets, operate six brands and can offer worldwide services with a network that is possibly the best in the marketplace.

The emphasis of the business has always been on storage applications. Aside from gaining logistic advantage, TITAN is generally not involved in the international container-shipping sector.

In December 2019 Kirk Kapital acquired 30% of TITAN Containers A/S. Kirk Kapital is a family-owned investment company, owned by the Kirk Johansen family. The Kirk Johansen family is the descendants of Ole Kirk Christiansen, who founded LEGO.



Our expertise in refrigeration opened the door to refrigerated DNV offshore containers and for several year's we have been market leader in Macaé, Brazil. From our office and depot, we service many of the catering companies and offer other DNV container types to the market.

In a few markets, TITAN 4PEOPLE is developing container-based construction and modular accommodation.

In 2017, TITAN entered the Danish Gold 1000 and was previously a multiple Gazelle winner over several years. Furthermore, the founder/CEO Layland Barker was nominated for several business awards including "Årets Ejerleder" and three consecutive years for "Entrepreneur of the Year".

**BARKER HOLDING APS 70%**  
**&**  
**KIRK KAPITAL A/S 30%**

**TITAN STORAGE  
SOLUTIONS A/S**

**TITAN CONTAINERS A/S**

**SUBSIDIARIES AND  
BRANCH OFFICES**



# Business model

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TITAN Group has numerous revenue streams. Sale of containers and services complements the rental business. TITAN Groups core focus is renting out of containers to customers for a certain period. Rental terms include short- and long-term fixed length (multiple years) contracts. The TITAN Group is renting multiple different types of containers for different needs.

TITAN Group sell containers which are purchased for one-way shipping or for sale or sale excess containers located in undesirable locations. Rental containers are not for sale, but in rare circumstances the customer wants to buy the container they rent for different reasons and the agreed sales price is attractive for TITAN Group.

The last revenue stream consists of services complements to the rental business, and majority of the revenues are related to the activities within the rental business, which could be transportation of containers, drop off and pick-up fees, fees for damages to rental containers, storage fees etc.

The main reasons as to why customers rent a container from TITAN

- Free up capital for core business
- High flexibility
- Comfort
- Lower total cost of ownership vs. owning
- Worldwide delivery and pick-up
- Service

## SHORT TERM TEMPORARY SPACE

There are many applications for short term rental including events and festivals where TITAN works with many organisers and suppliers to major sports, public events and shows. Very high rental rates apply, and average rental period is 7-14 days.

Many containers are also rented to satisfy short term space requirements for businesses. Whilst often initially hired for a few weeks, these rentals often end up lasting longer than originally intended.



*Standard and special dry containers / Land based storage / Advantageous logistic solutions*

## **MEDIUM/LONG TERM RENTALS**

Containers are an inexpensive and prompt solution for medium and long term dry or temperature-controlled storage of all types of products.

Bringing the extra storage capacity to the customer site is operationally and financially beneficial to customers when compared with renting storage space at a warehouse or cold store.

For customers with no space TITAN offers the self-storage option at a TITAN site.

## **LOGISTIC SOLUTIONS**

There are many niche markets where customers need a much higher level of service and attention. Often it is logistics with a storage element. Shipping time may only be a few weeks but typically TITAN logistic related rentals average 8-9 months as containers are typically used for 4-6 months storage before or after shipment.

Rental from TITAN gives other logistic savings, but the main stimulator is extreme high container demurrage costs from shipping lines.

## **SEASONAL RENTALS**

This applies particularly to the ArcticStore brand and is not simply around or at Christmas.

Seasonal demands already start mid/late spring and are stimulated by changing local populations, the weather, harvest time, volumes or by consumer spending. Some seasonal rentals reflect large influx of holiday guests, increased ice cream sales during hotter summers, need to store garden furniture when summer arrives late, fruit and fish storage when crops and catches are higher than normal, heat/pre-cooling of crops for wine producers and of course Christmas time where sale volumes are significantly increased.



*DNV 2.7-1 EN 12079-1 containers for offshore use by Oil and Gas industry and for offshore renewables*



*Space for people / Temporary offices and similar / Permanent office or accomodation*

## CUSTOMERS

TITAN Group's customer base consists of around 5,000 customers.

Among the largest customers you find customers from many industries but mainly concentrated among renewable energy, food, supermarket, refrigeration, pharmaceutical and logistics.

## PRODUCTS

TITAN operates five different brands, has offices in 17 different countries and services its customers from more than 100 different container depots.

Renting shipping containers for STORAGE is TITAN's core business. Our ArcticStore™ range of refrigerated storage containers have elevated TITAN to market leader in many markets. More recently, the expansion of our self-storage sites recorded almost 100% growth in 2018. It also supplements our customer site dry storage rental activities.

We also participate in supplying many standard ISO shipping containers for logistics and project shipments.

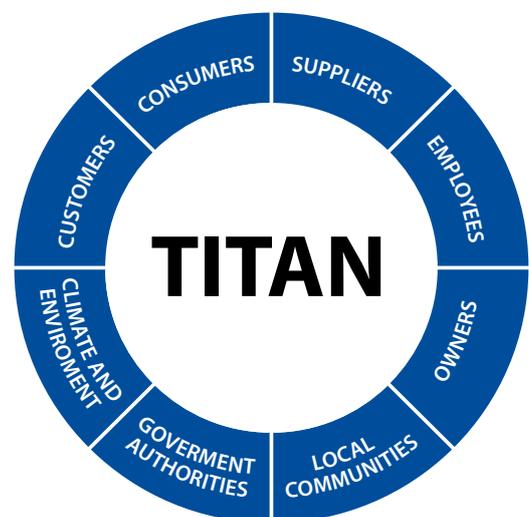
## SUPPLIERS

The TITAN Group's suppliers consist mainly of container manufacturer, transportation companies and logistic companies and have very low dependency on single suppliers.

# Stakeholders

Our actions mainly impact the following stakeholders:

We see our social responsibility primarily as not harming our stakeholders, and secondarily as increasing the value and positive impact we have on our stakeholders.





Containers used for self-storage / B2B and B2C customers / Rooms from 1 m<sup>2</sup> to 28 m<sup>2</sup>

## Risks

When expanding the view to the entire value chain, we have identified the main areas in which we can have an adverse impact.

Risk areas	VALUE CHAIN				
	Raw materials	Production	Transport	TITAN	Customers & Consumers
<b>Environment</b>	Chemicals Water consumption Wastewater Waste and recycling Raw material use Pollution Biodiversity	Chemicals Water consumption Wastewater Waste and recycling Raw material use Pollution	Particle pollution	Waste and recycling Packaging	Returnable packaging Waste and recycling Spill from cooling
<b>Climate</b>	CO2 emissions	CO2 emissions Spill from cooling	CO2 emissions Spill from cooling	CO2 emissions Spill from cooling	CO2 emissions Spill from cooling
<b>Human Rights</b>	Local communities	Local communities	Road safety	Local communities Road safety Marketing	Local communities
<b>Workers' Rights</b>	Occupational safety Health Worker conditions Child/forced labour Pay	Occupational safety Health Worker conditions Child/forced labour Pay	Occupational safety Health Worker conditions Child/forced labour Pay	Occupational safety Health Worker conditions Child/forced labour Pay	Occupational safety Health Worker conditions Child/forced labour Pay
<b>Anti-Corruption</b>	Bribery Gifts Transparency	Bribery Gifts Transparency	Bribery Gifts Transparency	Bribery Gifts Transparency	Bribery Gifts Transparency

Transport occurs between every link in the value chain but is only presented in one column.



## Materiality

In order to prioritize our effort, we have – based on the above analyses - chosen some areas which we see as material for both TITAN and our stakeholders.

These areas included the following:

Transparency	Resource consumption	Anti-corruption	Occupational safety
Local communities	Training	Traffic safety	Renewable energy
Job creation	CO2 emissions	Tax	Environmental pollution
Marketing	Local produce	Discrimination	Forced labor
Child labor	Electricity consumption	Occupational health	Particle emissions
Water consumption	Customer safety	Private life	Chemicals
Heat consumption	Reuse	Human rights	Diversity

*These areas comprise the basis for our CSR approach, including chosen CSR focus areas and content in our CSR policies.*



## CSR organization and due diligence

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As part of the strategy process, we carry out a number of CSR analyses on an annual basis including the above risk analysis and materiality analysis.

We see it as our responsibility to try to minimize the negative impacts. Through regular follow-up, we ensure that we exercise due diligence, and thereby minimize or completely eliminate these risks and any consequences associated with them.

Our CSR strategy is the result of a dynamic process of desk research, discussions and prioritizations by the management of the TITAN Group. The CSR strategy will be reviewed and updated each year.



# Environment and climate

## ENVIRONMENTAL PRINCIPLES

In TITAN we continuously improve our environmental standards and work towards minimizing the environmental impact of our business by improving the efficiency of our operations and products, using energy sources as efficiently as possible and reducing greenhouse gas emissions and emissions related to e.g. noise and odour.

We continuously search for subcontractors engaged in protecting the environment in a constant search for environmentally friendly solutions and therefore give preference to sustainable products, identifying, selecting and purchasing products (i.e. goods and services) with significantly less adverse environmental and social impacts than alternative competing products.

We have our environmental- and climate policy communicated in the Code of Conduct signed by our suppliers.

In TITAN we strive to reduce our CO2 footprint wherever it is possible. The management has decided only to have electrical cars as company cars wherever it is possible.

## Results for 2019

Risks	Policy area	Objective	Actions	Result
Chemicals Water consumption Wastewater Waste and recycling Raw material use Pollution Biodiversity Particle pollution Packaging Spill from cooling CO2 emissions	Climate and environmental policy	Policy Develop climate and environmental policy	Internal process of screening and discussions	New climate and environmental policy developed



## Plan for 2020

Risks	Policy area	Objective	Planned actions
Chemicals Water consumption Wastewater Waste and recycling Raw material use Pollution Biodiversity Particle pollution Packaging Spill from cooling CO2 emissions	Climate and environmental policy	Policy	Internal information and training on policy
Chemicals Water consumption Wastewater Waste and recycling Raw material use Pollution Biodiversity Particle pollution Packaging Spill from cooling CO2 emissions	Climate and environmental policy	Policy for climate and environment implemented	Analysis on environment and climate, incl. self-assessment, competitor analysis and stakeholder analysis
Chemicals Water consumption Wastewater Waste and recycling Raw material use Pollution Biodiversity Particle pollution Packaging Spill from cooling CO2 emissions	Climate and environmental policy	Prioritized actions	Analysis on current, possible and prioritized KPIs in the area of environment and climate, incl. self-assessment, competitor analysis and stakeholder analysis

# Working conditions

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In TITAN we have a very strong focus on assuring our employees a safe and sound workplace. We want our colleagues to develop – both on a personal and professional level.

## **NO DISCRIMINATION**

In TITAN all conditions of employment and employment practices, such as compensation, access to training, promotion, rewards, termination or retirement, are based exclusively on an individual's ability to do the job.

We do not discriminate workers or potential workers on the basis of race, color, national or ethnic origin, citizenship status, gender, sexual orientation, religion, disability, age, cultural background, social group, marital status, family status or political opinion and other similar factors.

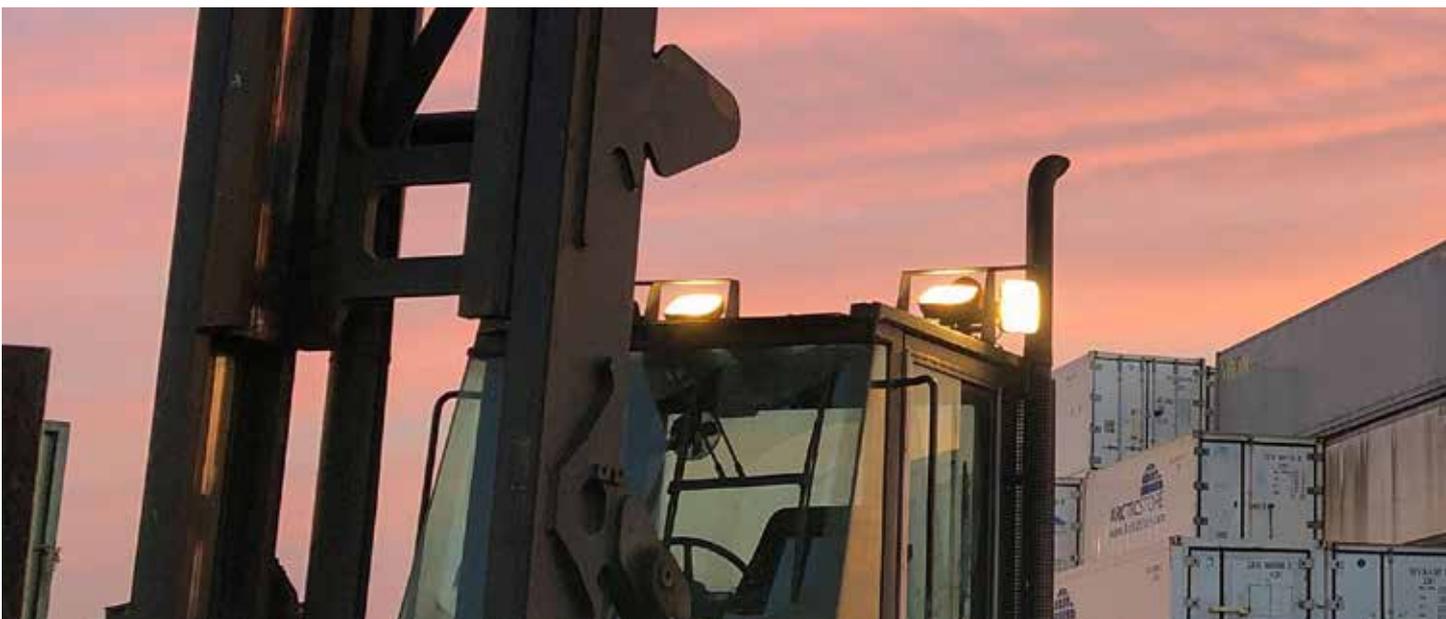
## **PREVENTION OF WORKPLACE HARASSMENT**

Our workers are treated with dignity and respect and must in no circumstances be subject to any physical, sexual, psychological or verbal harassment or abuse of any kind.

## **FORCED LABOR**

We do not use forced, coerced, bonded (including debt bondage) or indentured labor, involuntary or exploitative prison labor in any form. All work, including overtime work, is voluntary and workers are free to leave work at any time and to terminate their employment or other working relationship at any time after reasonable notice without reprisal.

We do not require workers to hand-over original government-issued identification, such as passports or work permits as a condition of employment and shall in no circumstances hold or otherwise destroy, conceal, confiscate or deny access by workers to such documents.



*Temperature controlled containers / From -60°C to +60°C / Arctic SuperStore cold rooms*

Workers are not required to pay recruitment fees or other related fees for their employment.

### **CHILD LABOR AND YOUNG WORKERS**

Child labor is not tolerated in TITAN in any circumstances. The term “child” refers to any person under the age of 15, or under the age for completing compulsory education, or under the minimum age for employment in the country, whichever is highest.

The use of legitimate workplace learning programs, which comply with all laws and regulations, is supported. Workers under the age of 18 do not perform work that is likely to jeopardize their health or safety, including night shifts and overtime.

We ensure proper management of student workers through proper maintenance of student records, due diligence of educational partners, and protection of students’ rights in accordance with applicable law and regulations. TITAN provide appropriate support and training to all student workers. In the absence of local law, the wage rate for student workers, interns and apprentices is at least the same wage rate as other entry-level workers performing equal or similar tasks.

### **HOURS OF WORK**

We do not require workers to work more than the regular overtime hours allowed by the law of the country where the workers are employed. The regular work week do not exceed 48 hours.

We allow workers at least 24 consecutive hours of rest in every seven-day period. All overtime work is consensual. We do not request overtime on a regular basis and do compensate all overtime work at a premium rate. Other than in exceptional circumstances, the sum of regular and overtime hours in a week do not exceed 60 hours.



## **WAGES AND BENEFITS**

Compensation paid to workers comply with all applicable wage laws, including those relating to minimum wages, overtime hours and legally mandated benefits. In compliance with local laws, workers are compensated for overtime at pay rates greater than regular hourly rates. Deductions from wages as a disciplinary measure is not used.

For each pay period, workers are provided with a timely and understandable wage statement that includes sufficient information to verify accurate compensation for work performed. All use of temporary, dispatch and outsourced labor is always within the limits of the local law.

## **HEALTH AND SAFETY**

We provide our workers with a safe and healthy working environment to prevent accidents and injury to health arising out of, linked with, or occurring in the course of work or as a result of the operation of our facilities. We fully comply with all applicable work place conditions, safety and environmental laws, rules, regulations and standards.

We do effectively implement health and safety policies and procedures within our operations, workplaces and related residential facilities and jointly share responsibility for, and ownership of, them with appropriately trained workers. Where residential housing is provided to workers, we apply these standards to them and ensure that such housing provides a safe, healthy and sanitary living environment.

## **FREEDOM OF ASSOCIATION AND COLLECTIVE BARGAINING**

In accordance with local law, we respect the right of all workers to form and join trade unions of their own choosing, to bargain collectively and to engage in peaceful assembly as well as respect the right of workers to refrain from such activities. Workers and/or their representatives are able to openly communicate and share ideas and concerns with management regarding working conditions and management practices without fear of discrimination, reprisal, intimidation or harassment.

## **TARGETS AND POLICY FOR THE UNDERREPRESENTED GENDER**

The Boards in the Group (TITAN Storage Solutions A/S) have reflected the gender distribution prevailing in the business where the Group operates, for which reason it is characterized by an underrepresentation of women.

We pursue our goal that one of the five members of the Board of Directors in TITAN Storage Solution A/S selected by the General Assembly should be a woman in 2024. Currently, all five of the board members are men, so we have not come closer to this goal during the year. The reason is that the existing Board of Directors is deemed to have the right skills and composition in view of our strategic challenges and plans.

In the Group's senior management teams, two of the 6 managers are women, corresponding to 33%. It is company policy that both genders must be represented in the company management.

All management positions are filled on the basis of the group's general principles of employing the best-qualified person for the position, irrespective of gender. We seek to ensure that both genders are represented in the last round of the recruitment process, where this is possible given the field of applicants. The group generally stresses the importance of equal opportunities for all, regardless of gender, ethnicity, religion or disability.

## Results for 2019

Risks	Policy area	Objective	Actions	Result
Occupational safety Health Worker conditions Child/forced labour Pay	Labour rights policy	Labour rights policy Develop labour rights policy	Internal process of screening and discussions	New labor rights policy developed
Occupational safety Health Worker conditions Child/forced labour Pay	Labour rights policy	Labour privacy policies Develop labour privacy policies	Internal process of screening and discussions	New set of labor privacy policies developed
Occupational safety Health Worker conditions Child/forced labour Pay	Labour rights policy	Gender balance – Board 1 of 5 members are women (2024 goal) (20%)	Focus on gender balance on boards	0 of 5 members are women (0%)
Occupational safety Health Worker conditions Child/forced labour Pay	Labour rights policy	Gender balance – Senior management team Both genders represented	Focus on gender balance in management	2 of 6 members are women (33%)

## Plan for 2020

Risks	Policy area	Objective	Planned actions
Occupational safety Health Worker conditions Child/forced labour Pay	Labour rights policy	Labour rights policy Develop labour rights policy	Internal information and training on policy
Occupational safety Health Worker conditions Child/forced labour Pay	Labour rights policy	Prioritized actions List of prioritized actions in the area of labour rights	Analysis on labour rights, incl. self-assessment, competitor analysis and stakeholder analysis
Occupational safety Health Worker conditions Child/forced labour Pay	Labour rights policy	KPI plan List of prioritized KPIs in the area of labour rights	Analysis on current, possible and prioritized KPIs in the area of labour rights, incl. self-assessment, competitor analysis and stakeholder analysis
Occupational safety Health Worker conditions Child/forced labour Pay	Labour rights policy	Gender balance – Board 1 of 5 members are women (2024 goal) (20%)	Focus on gender balance on boards
Occupational safety Health Worker conditions Child/forced labour Pay	Labour rights policy	Gender balance – Senior management team Both genders represented	Focus on gender balance in management

# Human Rights

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TITAN is committed to respecting fundamental human rights in our operations, our value chain, and in the communities where we operate. Respecting human rights is a fundamental part of our responsibility as a company and is vital to operate our business sustainably.

We adhere to the human rights as described in the International Bill of Human Rights as well as the ILO International Labor Organization's Declaration on Fundamental Principles and Rights at Work, the Children's Rights and business Principles, and the OECD guidelines for Multinational Enterprises.

## **RESPONSIBLE PROCUREMENT**

We have in 2019 implemented a new Supplier Code of Conduct in order to improve the focus on e.g. human rights in our suppliers' organizations.

Operations and products and services supplied to the TITAN group shall comply with all national and all other applicable laws and regulations. Suppliers must fully comply with all applicable local, state, federal, national and international laws, rules and regulations related to their operations, the manufacture of products and/or the rendering of services and shall have all necessary licenses, authorizations or any other requirement by the relevant authorities.

TITAN Group is devoted to developing strong business relationships with high quality suppliers that are dedicated to operate under ethical standards equivalent to our own and do not only comply with laws and regulations, but go beyond by setting higher standards in order to support human rights, to protect the environment and to follow ethical principles in all aspects of their business.



## Results for 2019

Risks	Policy area	Objective	Actions	Result
Occupational safety Health Worker conditions Child/forced labour Pay Local communities Road safety Marketing	Human rights policy	Policy Develop human rights policy	Internal process of screening and discussions	New human rights policy developed

## Plan for 2020

Risks	Policy area	Objective	Planned actions
Occupational safety Health Worker conditions Child/forced labour Pay Local communities Road safety Marketing	Human rights policy	Human rights policy Human rights policy implemented	Internal information and training on policy
Occupational safety Health Worker conditions Child/forced labour Pay Local communities Road safety Marketing	Human rights policy	Prioritized actions List of prioritized actions in the area of human rights	Analysis on human rights, incl. self-assessment, competitor analysis and stakeholder analysis
Occupational safety Health Worker conditions Child/forced labour Pay Local communities Road safety Marketing	Human rights policy	KPI plan List of prioritized KPIs in the area of human rights	Analysis on current, possible and prioritized KPIs in the area of human rights, incl. self-assessment, competitor analysis and stakeholder analysis

# Good governance

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In TITAN we have a strong focus on accountability and transparency. We also base our work on decency and respect for our stakeholders.

We take pride in always keeping on the right side of the legislation, e.g. when dealing with marketing, competition and anti-corruption measures.

## **HEALTHY MANAGEMENT PRINCIPLES**

We are committed to respecting human rights, including labor rights and we vehemently reject any practice of forced or child labor, human trafficking, discrimination and any sort of non-compliance with labor laws. We continuously work to provide a safe and healthy working place to all our employees around the world. We also respect the environment by integrating principles of sustainable development into our business. We strongly repudiate any form of corruption by complying with all anti-corruption and anti-bribery laws and standards in all places we do business. We do not tolerate or support practices which in any way contravene any of these standards.

## **GIFTS AND CONFLICT OF INTEREST**

Our relationships with suppliers and business partners are built on trust, value, quality and service. All our employees and partners must abide by our policies on gifts and conflicts of interest.

We do not promise, offer, or give anything of value to either a government official or an employee or representative of business partners with the intent to improperly influence their conduct. We also do not receive anything of value that could be perceived to improperly influence our conduct and we expect the same conduct from our partners.

Our employees may only accept modest gifts, meals and entertainment from partners (less than USD 200). Ordinary business meals and small tokens of appreciation generally are acceptable, but we avoid receiving travel, frequent meals or expensive gifts. Gifts of cash or cash equivalents, such as gift cards, are not permitted.

## **ANTI-CORRUPTION**

In TITAN we do not tolerate corruption or bribery in our business practices by any of our employees or third parties working on our behalf. In many of the places where we do business, we are subject to a variety of anti-corruption and commercial bribery laws we strictly comply with. Our business partners are also requested to comply with all local anti-corruption and anti-bribery laws and standards in all places they do business. Neither we or our partners should hire a third-party agent or entity to do something that would not be allowed under this Code or the relevant law.

## Results for 2019

Risks	Policy area	Objective	Actions	Result
Bribery Gifts Transparency	Anti-corruption policy	Policy Develop anti-corruption policy	Internal process of screening and discussions	New labor rights policy developed

## Plan for 2020

Risks	Policy area	Objective	Planned actions
Bribery Gifts Transparency	Anti-corruption policy	Policy Anti-corruption policy implemented	Internal information and training on policy
Bribery Gifts Transparency	Anti-corruption policy	Prioritized actions List of prioritized actions in the area of anti-corruption	Analysis on anti-corruption, incl. self-assessment, competitor analysis and stakeholder analysis
Bribery Gifts Transparency	Anti-corruption policy	KPI plan List of prioritized KPIs in the area of anti-corruption	Analysis on current, possible and prioritized KPIs in the area of anti-corruption, incl. self-assessment, competitor analysis and stakeholder analysis



# KPI definitions

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## ENVIRONMENT AND CLIMATE

### **Develop climate and environmental policy**

A climate and environmental policy has been developed and approved by top management and thus valid. The policy has been included in the TITAN Supplier Code of Conduct.

### **Policy for climate and environment implemented**

The policy for climate and environment will be implemented in the TITAN group, e.g. by internal information and training, as well as updates in internal procedures and reporting.

### **List of prioritized actions in the area of climate and environment**

A list of prioritized actions in the area of climate and environment will be developed in order to prioritize the coming improvements in the area of climate and environment. This will be done through e.g. self-assessment, competitor analysis and stakeholder analysis.

### **List of prioritized KPIs in the area of climate and environment**

A list of prioritized KPIs (key performance indicators) in the area of climate and environment will be developed in order to prioritize what to measure and improve in the area of climate and environment. This will be done through e.g. self-assessment, competitor analysis and stakeholder analysis.

## WORKING CONDITIONS

### **Develop labor rights policy**

A labor rights policy has been developed and approved by top management and thus valid. The policy has been included in the TITAN Supplier Code of Conduct.

### **Develop labor privacy policy**

A labor privacy policy has been developed and approved by top management and thus valid. The policy has been included in the TITAN Supplier Code of Conduct and in internal procedures.

### **Gender balance – Board**

Percentage and number of female members elected on the General Assembly of Board of Directors of TITAN Storage Solutions A/S. Currently the Board holds 5 members.

### **Gender balance – Senior management**

Percentage and number of female members in the senior management team of TITAN Storage Solutions A/S. Currently the senior management team holds 6 members.

### **Policy for labor rights implemented**

The policy for labor rights will be implemented in the TITAN group, e.g. by internal information and training, as well as updates in internal procedures and reporting.

### **List of prioritized actions in the area of labor rights**

A list of prioritized actions in the area of labor rights will be developed in order to prioritize the coming improvements in the area of labor rights. This will be done through e.g. self-assessment, competitor analysis and stakeholder analysis.

### **List of prioritized KPIs in the area of labor rights**

A list of prioritized KPIs (key performance indicators) in the area of labor rights will be developed in order to prioritize what to measure and improve in the area of labor rights. This will be done through e.g. self-assessment, competitor analysis and stakeholder analysis.

## HUMAN RIGHTS

### **Develop human rights policy**

A human rights policy has been developed and approved by top management and thus valid. The policy has been included in the TITAN Supplier Code of Conduct.

### **Policy for human rights implemented**

The policy for human rights will be implemented in the TITAN group, e.g. by internal information and training, as well as updates in internal procedures and reporting.

### **List of prioritized actions in the area of human rights**

A list of prioritized actions in the area of human rights will be developed in order to prioritize the coming improvements in the area of human rights. This will be done through e.g. self-assessment, competitor analysis and stakeholder analysis.

### **List of prioritized KPIs in the area of human rights**

A list of prioritized KPIs (key performance indicators) in the area of human rights will be developed in order to prioritize what to measure and improve in the area of human rights. This will be done through e.g. self-assessment, competitor analysis and stakeholder analysis.

## GOOD GOVERNANCE

### **Develop anti-corruption policy**

An anti-corruption policy has been developed and approved by top management and thus valid. The policy has been included in the TITAN Supplier Code of Conduct.

### **Anti-corruption policy implemented**

The anti-corruption policy will be implemented in the TITAN group, e.g. by internal information and training, as well as updates in internal procedures and reporting.

### **List of prioritized actions in the anti-corruption area**

A list of prioritized actions in the anti-corruption area will be developed in order to prioritize the coming improvements in the anti-corruption area. This will be done through e.g. self-assessment, competitor analysis and stakeholder analysis.

### **List of prioritized KPIs in the anti-corruption area**

A list of prioritized KPIs (key performance indicators) in the anti-corruption area will be developed in order to prioritize what to measure and improve in the anti-corruption area. This will be done through e.g. self-assessment, competitor analysis and stakeholder analysis.

■ **TITAN Containers**

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