

CARUCONTAINERS.COM



IMPACT REPORT

2025

[Read more ↘](#)



ESG HIGHLIGHTS

The ESG highlights below summarise the most relevant developments across Environmental, Social and Governance in 2025. They show how CARU translates sustainability ambitions into concrete actions, aligned with our strategy and long-term organisational resilience.

[Read more](#) ▾



This year, CARU marks 25 years since its foundation.

From the very beginning, the company was built on a simple belief: that doing what is right for people and the planet is a prerequisite for long-term success. Further in this report, we look back on how consistently applying this belief, in decisions large and small, has shaped our journey and enabled CARU to grow in a logical, fair and future-proof way.

- Lennart de Bruin, Co-CEO



ENVIRONMENT

Emissions 2025



52 kg
of honey
harvested from
our own beehives

89%
Recycled
containers



SOCIAL

We employ **100**
colleagues across **8**
countries. **36%** of our
workforce is female, with
an average age of 42 years.



75%
of colleagues uses
their sports budget

CARU becomes main
sponsor of Excelsior
Vrouwen



GOVERNANCE

Restarted the
Management
Traineeship to
support leadership
development.



Organisation-wide
launch of a
custom-built
ERP system
to strengthen
governance and
scalability.

Established
a new office
in the Middle
East to support
international
operations.



CONTENTS



INTRODUCTION

ESG performance summary	2
Letter from our co-CEOs	4
25 years of impact	5

ENVIRONMENT

Climate change	7
Biodiversity	9
Circular economy	10

SOCIAL

Social facts	14
Health & safety	15
Civic engagement	16

GOVERNANCE

CARU culture	19
Development	20
Partnerships	21

CONTACT

22



“Our responsibility goes beyond our own operations: by optimising our role in the value chain, we can meaningfully contribute to CO₂ reduction”

LETTER FROM OUR CO-CEOS

At CARU, we believe that sustainability starts with practical steps, every container, every move, and every decision counts.

For the future of our planet, society, and our company, we are committed to continuously taking those steps toward a better balance and contributing to a **more** sustainable world. As with many things, progress starts with measurement. After many years of using different tools to get the data right, CARU now believes it has the right fundamentals in place to create stable, consistent reporting in an efficient way, just like we run our business. This insight also shows that many of the **most meaningful opportunities for CO₂ reduction are found along the value chain**. As a result, we actively focus on optimising the points where our activities interact with this chain, while continuing to improve sustainability across our own organisation.

As a container trader, we hold a unique position in the value chain. We work with products that have often already served more than 15 years in the maritime sector, crossing oceans, riding trains, and traveling by truck. At CARU, we give these containers a second life, putting them to use in new and diverse applications for many years to come. At the same time, it remains our mission to conduct this trade as efficiently as possible and to identify opportunities to **minimize unnecessary container movements**.

In 2025, **we invested in a company that optimizes logistics for containers** we move through one way lease. This gives us more control over the decisions made for new and used containers that need to move from A to Z. In addition, we acquired a container trader located in the inland Benelux region, helping to optimize empty moves for our customers across parts of Northwest Europe.

We also **implemented our brand-new IT system, NOVA**, built on the latest technology. It creates a platform for streamlined processes and clean, structured data, giving a boost to both business opportunities and our sustainability ambitions. We **renovated our headquarters** in the heart of the Rotterdam port area, preserving the core structure of the building while improving its efficiency. Here, we come together four days a week, and to support a healthy and enjoyable working environment, fresh meals for breakfast and lunch are prepared by our in-house cook. Making things possible and continuous development lie at the heart of our company. That is why we actively contribute to charitable causes and remain closely involved in social projects, with a particular focus on creating opportunities for less-fortunate children.

In this report, you will find the examples mentioned above, and many more, of how we are working to reduce emissions and make a positive contribution to society. Lennart de Bruin, Stijn de Vries

25 YEARS OF IMPACT

[Introduction](#)

[Environment](#)

[Social](#)

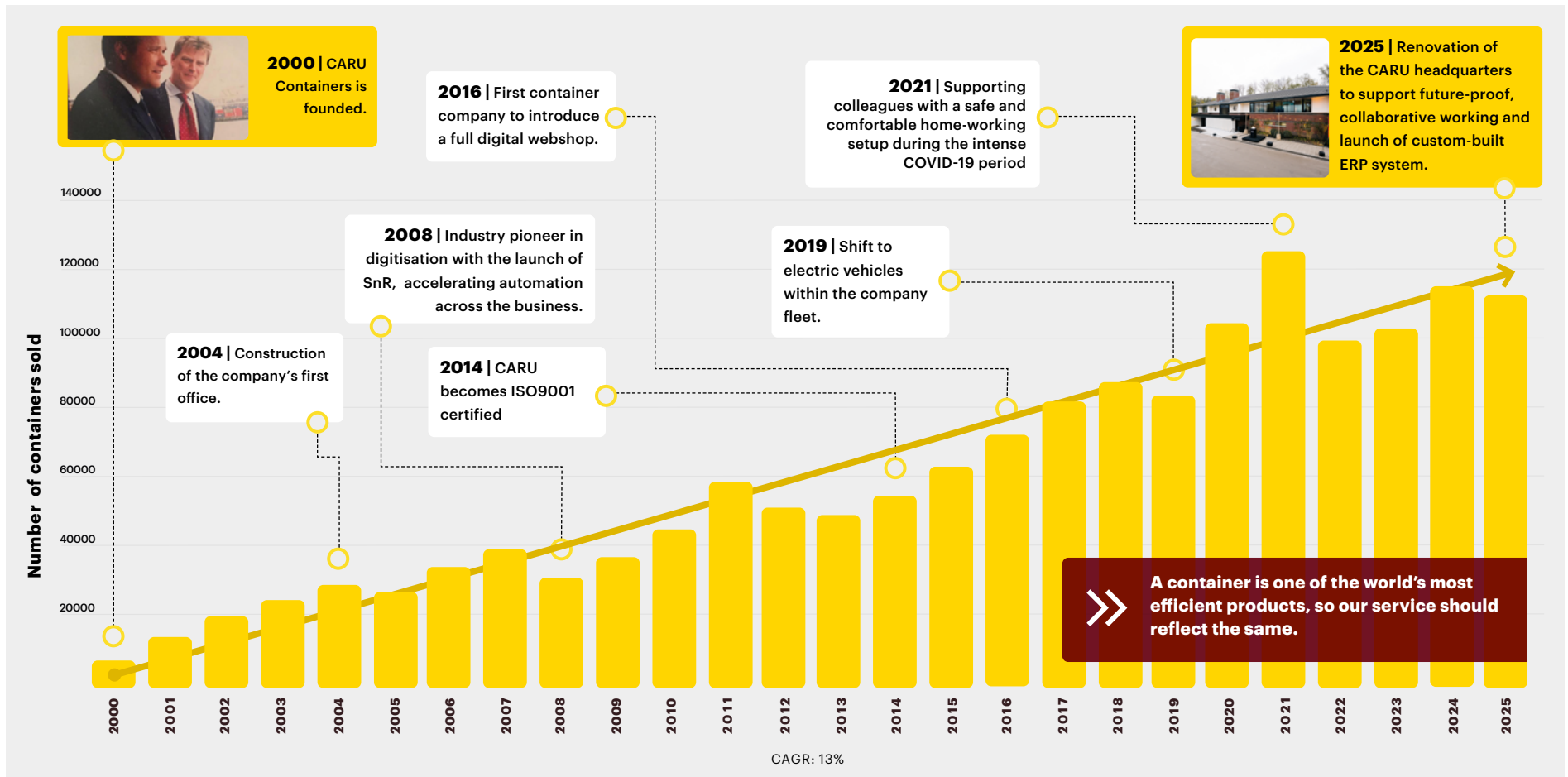
[Governance](#)

[Contact](#)

CARU was founded on a simple but powerful belief: that business thrives when people and the planet are treated with the same importance as profit. From the earliest days, when the company started with just eight colleagues, **the vision was to build a workplace that felt human, safe, and supportive.** A place where craftsmanship and quality mattered, where relationships came before transactions, and where sharing knowledge and taking care of one another were part of the culture. CARU was never meant to be just a trading

business. It was built with a social mission at its core: **proof that doing what is right for people and the planet is not a compromise, but a prerequisite for long-term success.**

Twenty-five years later, that founding vision still anchors who we are. It continues to guide our growth, our culture, and our responsibility to operate in a way that is logical, fair, and future-proof. CARU's journey shows that when a company puts its values into practice, impact becomes inevitable.





ENVIRONMENT

» CLIMATE CHANGE
BIODIVERSITY
CIRCULAR ECONOMY

[Read more](#) ↘

CLIMATE CHANGE

Climate change remains one of the most relevant challenges for our industry. This year, CARU focused on making concrete progress by improving how we measure emissions, making smarter choices to avoid emissions where possible, reducing emissions within our own operations, and taking responsibility for emissions that cannot yet be eliminated.

[Introduction](#)

[Environment](#)

[Social](#)

[Governance](#)

[Contact](#)

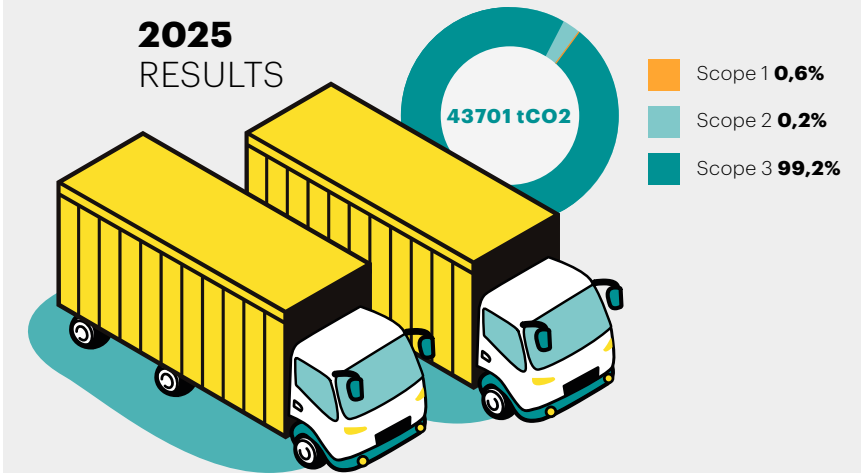
1. Measuring what matters

In 2025, CARU upgraded its emissions calculation approach by implementing Climax.eco as its primary carbon accounting tool. **Climax.eco enables us to model emissions based on actual activities** rather than generic averages, providing more granular insight into transport movements, asset use and Scope 3 emissions. By improving traceability and consistency in our calculations, we gain a clearer understanding of where our emissions occur and where reduction efforts are most effective. This transition marks an important step in professionalising our climate data and ensures that our climate actions are increasingly driven by accurate, decision-relevant information rather than assumptions.

2. Avoiding emissions

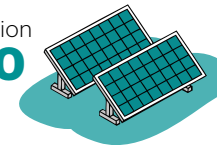
CARU pays closer attention to how and when we travel for work. The aim is straightforward: avoid unnecessary trips and make more sensible choices when travel is required. **Rather than changing what we do, we focused on how we do it.** Where possible, lower-emission travel options are considered, as long as they remained practical and fit the purpose of the trip.

A good example of this was the joint winter trip of the Dutch and Belgian teams to Austria. Instead of flying or travelling separately by car, colleagues travelled together by bus. This significantly reduced emissions per person while still allowing colleagues to travel comfortably and arrive together. **It showed that avoiding emissions does not require sacrificing experience.**



2025 RESULTS SOLAR PANELS

Total production
59.540
kWh



Best month
July
11.373 kWh



**Solar energy generated at our depot is used to charge our hybrid cars, allowing colleagues to commute electrically.*

CLIMATE CHANGE

[Introduction](#)

[Environment](#)

[Social](#)

[Governance](#)

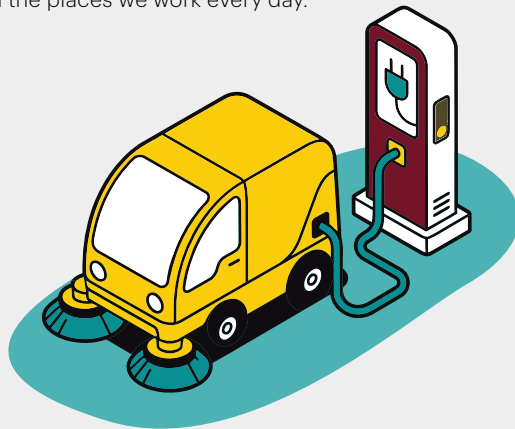
[Contact](#)

3. Reducing emissions

As part of the renovation of our Rotterdam office, we have taken important steps to **improve the building's energy performance**. By installing high-performance glazing, switching fully away from natural gas through the integration of a modern heat pump system, and optimising overall energy use, the renewed office now requires significantly less energy to heat, cool and operate. These measures make the workspace more comfortable and future-proof, while structurally reducing emissions for years to come.

At our depots in the Netherlands and Belgium, our solar panels **continued to produce renewable electricity throughout the year**. This energy was used directly in daily operations, reducing reliance on grid electricity and lowering building-related emissions. At our Rotterdam depot, we also introduced an electric sweeping vehicle, reducing local emissions and noise while making daily work more comfortable for colleagues. Though a small change, it shows how progress often comes from simple, practical steps.

Together, these actions demonstrate how we are gradually reducing emissions across our operations, step by step, by improving the way we use energy and equipment in the places we work every day.



4. Insetting

Even with measures to avoid and reduce emissions, some emissions remain unavoidable in the short term, particularly in maritime transport. In 2025, CARU therefore took its first steps in addressing part of these remaining emissions through carbon insetting. **Carbon insetting focuses on reducing emissions within the same value chain where they are created**. Rather than compensating emissions elsewhere, it supports solutions that make the transport we rely on cleaner. This year, CARU started working with GoodShipping to contribute to the use of lower-carbon fuels in maritime shipping. **We chose insetting because it fits our business and our role in the value chain**. As a company active in container trading and logistics, our emissions are closely linked to shipping. By supporting cleaner fuels within this sector, we help reduce emissions at the source and contribute to broader change in the industry.

Starting with insetting in 2025 marks an important step in how we take responsibility for emissions that cannot yet be avoided or reduced. It allows us to move beyond compensation and instead support solutions that directly improve the sustainability of maritime transport.



BIODIVERSITY

Our biodiversity efforts focus on locally embedded projects, reflecting our presence as an international company operating in diverse local markets.

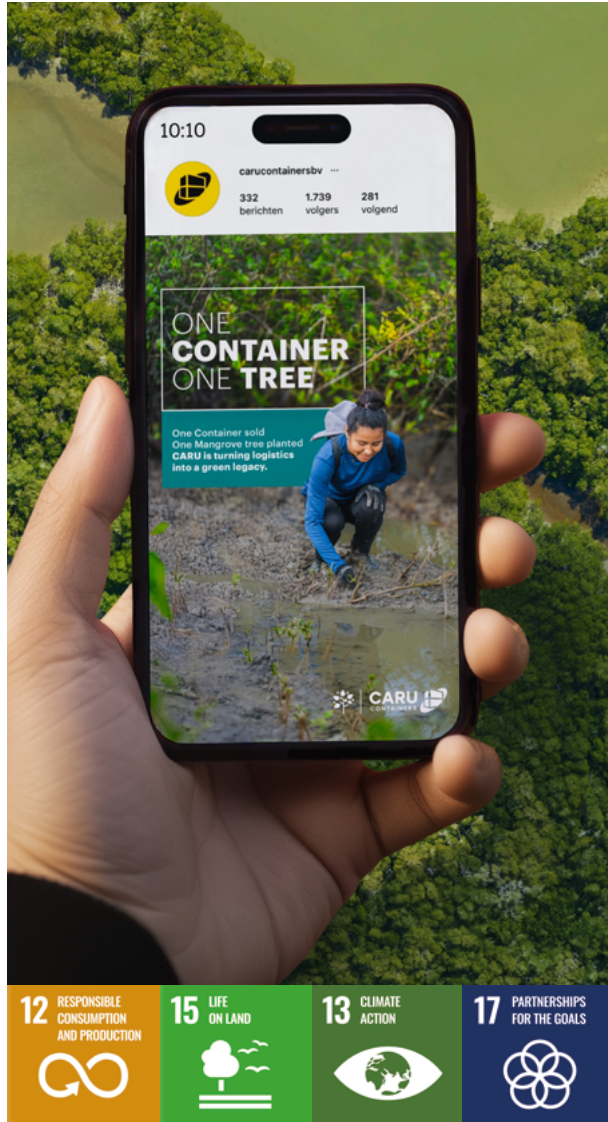
[Introduction](#)

[Environment](#)

[Social](#)

[Governance](#)

[Contact](#)



One Container, One Tree

In 2025, we launched the One Container, One Tree campaign: a biodiversity initiative that directly links our core business activities to environmental restoration. For every container sold by CARU Brazil, we sponsor the planting of a mangrove tree in the Primera Cruz region of Maranhão. By **connecting container sales to ecosystem recovery**, the campaign turns a core element of our business model into a **tangible contribution to nature**.

Mangroves are among the **most valuable ecosystems in the world**. They store up to four times more carbon than tropical forests, protect coastlines from erosion, and **provide critical habitats** for fish, crustaceans and birds. Restoring these forests supports biodiversity, strengthens natural resilience, and improves livelihoods for local fishing communities. The project also **promotes social inclusion** by creating local employment opportunities, including for women.

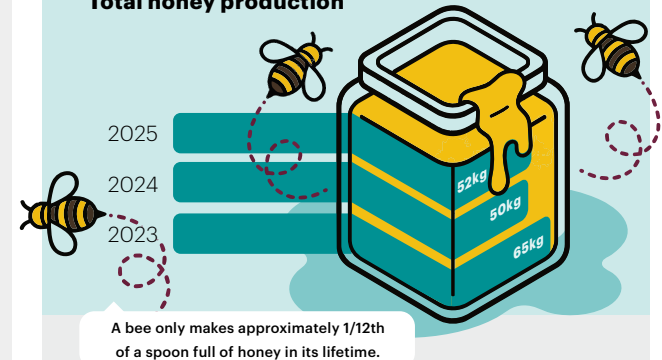
The campaign was designed with a **strong local focus**. As an international company **operating across multiple markets**, CARU aims to implement **sustainability initiatives that address local environmental challenges**. By linking tree planting directly to container sales, One Container, One Tree scales with business activity and remains embedded in day-to-day operations, rather than existing as a standalone initiative.

Our bees: honey harvest 2025

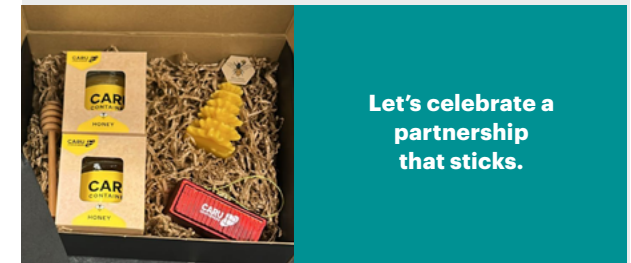
Our beehives in Rotterdam were active again in 2025. The bees produced another successful honey harvest, contributing to local biodiversity around our depot.

Honey production

Total honey production



This year, the honey was shared with customers and relations as a small thank-you for working together, carrying a playful but fitting message.



CIRCULAR ECONOMY

[Introduction](#)

[Environment](#)

[Social](#)

[Governance](#)

[Contact](#)

Strengthening our recycling partnerships

In 2025, CARU took an important step in further professionalising its circular economy approach by starting a collaboration with A&M Recycling in the United States. This partnership supports our **ambition to work towards a limited number of trusted recycling partners worldwide**. By moving in this direction, we aim to ensure that containers reaching the end of their usable life are handled in a consistent and environmentally responsible way, regardless of location. In addition, the collaboration provides access to more detailed recycling data, which supports greater transparency and **strengthens the quality of our sustainability reporting**. This step reflects our broader objective to combine circular practices with reliable data, enabling better insight into material flows and end-of-life outcomes.

Scrap and recycling results

As in previous years, CARU continued to monitor the flow of containers that are scrapped at the end of their lifecycle. Scrap and recycling figures for 2025:



Circularity beyond containers

Circular economy principles also extend beyond our core products. In 2025, CARU participated in several trade fairs and events. Wherever possible, exhibition materials were reused. By reusing materials instead of producing new ones for each event, we reduced waste and extended the lifespan of our exhibition assets. This practical approach helps ensure that circularity is embedded not only in our container activities, but also in how we present ourselves and operate as a company.



[Introduction](#)

[Environment](#)

[Social](#)

[Governance](#)

[Contact](#)



SOCIAL

»» SOCIAL FACTS
HEALTH & SAFETY
CIVIC ENGAGEMENT

[Read more](#) ▾

[Introduction](#)

[Environment](#)

[Social](#)

[Governance](#)

[Contact](#)



TOGETHER

WE MOVE FORWARD.



TOGETHER

WE MOVE FORWARD.



SOCIAL FACTS

[Introduction](#)

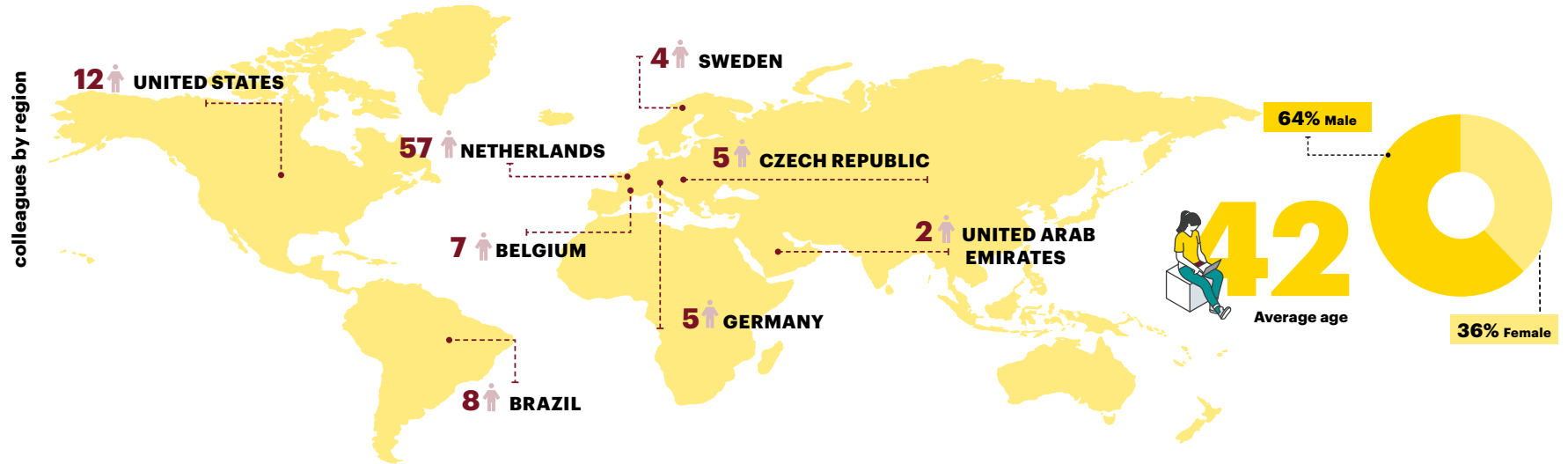
[Environment](#)

[Social](#)

[Governance](#)

[Contact](#)

AT CARU, OUR PEOPLE ARE AT THE
HEART OF EVERYTHING WE DO.



HEALTH & SAFETY

Further professionalisation in 2025

Health and safety remain material topics for CARU. Following the introduction of a structured safety framework last year, 2025 focused on further professionalising and consolidating this approach.

During the year, **we continued to refine our safety policy**, making it more consistent and applicable across different types of activities and locations. Additional risks were identified and assessed, enabling a clearer distinction between office-related risks and depot activities. This resulted in a more **comprehensive overview of potential hazards** and supported more targeted preventive measures.

These developments contribute to a more preventive approach to safety management. By improving risk identification and clarifying responsibilities, we aim to manage safety risks in a more structured and consistent manner across the organisation.

Health and physical well-being

Alongside safety, CARU continues to support employee health. In 2025, several colleagues made active use of existing sports facilities and support, including participation in marathon events and competitive padel tournaments. These activities reflect the practical use of the health-related initiatives already in place. By facilitating physical activity, **CARU supports employees in maintaining physical fitness and overall well-being**, contributing to sustainable employability.

Our new office has been designed with health and well-being in mind. The workspace offers a modern environment with ample meeting spaces, excellent climate control, and a strong sense of community. We have prioritised access to nutritious food, ensuring that healthy options are always available. **By fostering a positive atmosphere and encouraging collaboration, our office supports both physical and mental well-being**, helping colleagues feel energised and engaged throughout the working day.

CARU IN MOTION
Our people are the heart of CARU. And they move. A lot. From the gym to the golf course, from the boxing ring to the ballet barre.

75% of employees uses their sports budget

3X per week avg. training frequency

20+ different sports across CARU

#1 MOST POPULAR SPORT
FITNESS

Activities shown: Running, Soccer, Horse riding, Salsa dancing, Hockey, Swimming, Fishing, Ballet, Pigeon sport, Boxing, Golf, Padel.

SDG 8: DECENT WORK AND ECONOMIC GROWTH | SDG 3: GOOD HEALTH AND WELL-BEING

CIVIC ENGAGEMENT

At CARU, we believe in the power of collaboration and social responsibility. By actively participating in various initiatives and partnerships, we aim to make a positive impact on our community. Below is an overview of our collaborations and the reasons behind our involvement:



**Through these collaborations,
we strive to make a positive
impact on the world around
us.**



Feyenoord

CARU Containers is proud to partner with Feyenoord, strengthening our support for local sports and community spirit.



Excelsior Rotterdam

As main sponsor of Excelsior Vrouwen and shirt sponsor of Excelsior Rotterdam, CARU drives talent development and innovation in women's football.



Ruben Godoy Junior Sports Club

In Iquique, Chile, this football club offers children a place to grow and play. CARU proudly supports them with new uniforms, reinforcing our commitment to youth and community.



Stichting Vrienden van het Sophia

We support Sophia Children's Hospital in funding vital projects for sick children and their families.



Stichting Gio

Stichting Gio, founded by Giovanni van Bronckhorst, offers underprivileged youth better prospects, a mission CARU proudly supports.



JINC

Connects disadvantaged youth with companies; CARU supports with guest lectures and internships



Golf Events

We support the local community by contributing to Greenwich Autism Alliance and MSC Operation Smile, helping improve the lives of children.



Marathon

CARU proudly sponsors the Rotterdam and Kruibeke Marathons, promoting sport, endurance, and a healthy lifestyle among colleagues and the community.



Haven Charity Gala,

We support the Haven Charity Gala, where each edition highlights specific charitable causes, enabling us to create broader social impact within the port industry.



HIGHLIGHTS OF 2025

[Introduction](#)

[Environment](#)

[Social](#)

[Governance](#)

[Contact](#)



Sophia sprint rally

In 2025, CARU supported Stichting Vrienden van het Sophia through several initiatives. During the Sophia Sprint Rally, ten CARU colleagues participated alongside children receiving treatment, creating a positive and carefree experience. In addition, colleagues attended the "Lichtjes Diner", contributing to fundraising efforts for Sophia Children's Hospital.



Donation drive Quincy

In 2025, CARU's North American regional headquarters organised a holiday donation drive for a local homeless shelter in Quincy. The initiative brought together employees and neighbouring businesses to collect winter clothing, toiletries, non-perishable food and gifts. This collective effort reflected CARU's commitment to community involvement and corporate citizenship.



Supporting youth development through sport, Rubén Godoy Junior Sports Club

CARU supports the Rubén Godoy Junior Sports Club based on the belief that structured sport contributes to equal opportunities and youth development. Through organised training and competition, young people develop discipline, confidence and a sense of belonging. In 2025, teams achieved strong results across age categories, demonstrating the value of a supportive sporting environment.



CARU becomes main sponsor of Excelsior Women

In 2025, CARU became the main sponsor of Excelsior Women, strengthening its commitment to inclusive community impact. The partnership supports the professionalisation of the women's team through improved facilities, staff and development opportunities. It reflects a shared belief in teamwork, continuous improvement and creating equal opportunities through sport.



GOVERNANCE

»» CARU CULTURE
DEVELOPMENT
PARTNERSHIPS

[Read more](#) ↘

CARU CULTURE

At CARU, our core values are more than just words, **they define who we are and how we work**. From curiosity and simplicity to reliability and ownership, these principles guide our decisions, drive our innovation, and shape our culture. This year, our governance story goes beyond values in words. It shows how these values translate into concrete actions: investing in long-term development through our traineeship and NOVA platform, and

strengthening our network through strategic partnerships in the Netherlands and abroad. Throughout this chapter, **we use icons to highlight which CARU values are reflected in each initiative**. This makes visible how curiosity, ownership, reliability, simplicity, care and a focus on results are not abstract principles, but active drivers behind our growth, collaborations and culture.

[Introduction](#)

[Environment](#)

[Social](#)

[Governance](#)

[Contact](#)

» OUR VALUES



BE CURIOUS

Challenge the status-quo. Ask questions. Always on the lookout for new business opportunities. Embracing new technologies. Develop new markets and new ways of trading.



KEEP IT SIMPLE

We love simplicity. Keep things logical and comprehensible. Easy does it! We are no nonsense and hands on. Focused on things that really matter.



MAKE RESULTS COUNT

We are goal getters. Determined and resolute. We set targets and go for it. Use fact and figures to measure our success.



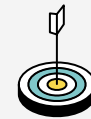
TAKE CARE

We are caring, for colleagues, clients and partners. We pay attention, connect personally, and take responsibility for our impact on the environment.



BE RELIABLE

We can be trusted. We are professionals. People can count on us. We say what we do, and we do what we say.



TAKE OWNERSHIP

We are accountable for the quality and timeliness of our work. We take initiative and get the job done. Freedom and responsibility go side by side.

DEVELOPMENT

[Introduction](#)

[Environment](#)

[Social](#)

[Governance](#)

[Contact](#)

Management Traineeship programme



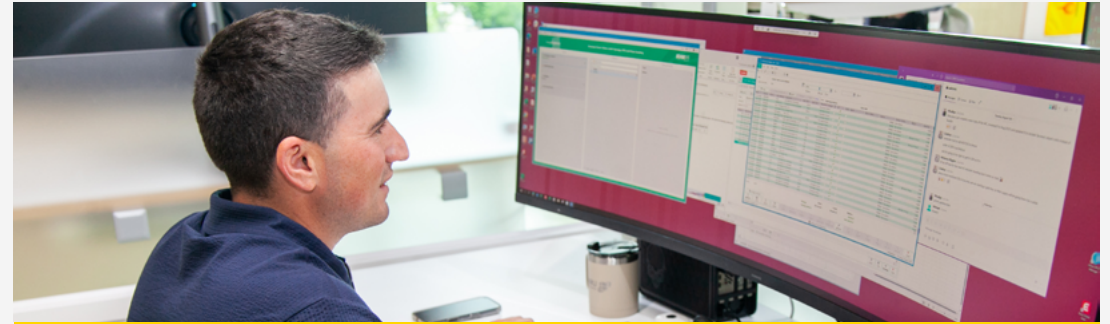
In 2025, CARU gave new momentum to its Management Traineeship programme, designed to support sustainable growth by **deliberately building internal management capacity**. The traineeship offers a structured development path across the organisation, combining hands-on operational experience with clear guidance and oversight. **By rotating across departments, the programme ensures exposure to CARU's core activities and decision-making processes.**



This broad, cross-functional perspective supports better-informed management decisions and strengthens alignment between teams and regions.



With the relaunch of the Management Traineeship, CARU reinforces a structured approach to leadership development, supporting continuity, internal progression and long-term organisational resilience.



NOVA & PowerBI: renewal of core systems



In 2025, CARU completed the organisation-wide implementation of NOVA, a custom-built core system designed to support sales, rental and operational processes across the company. The project marked an important step in strengthening CARU's digital foundation to support international growth and operational consistency. Rather than adopting an off-the-shelf solution, CARU deliberately chose to **develop software tailored to its specific business model and operational needs.**



Following a reassessment of earlier system development initiatives, CARU made a decision to reset its approach and focus on a single, future-proof platform. This ensured that the renewed system aligned with long-term organisational needs rather than short-term solutions. NOVA was developed as a cloud-based solution using Mendix, part of Siemens Digital Industries Software, providing a secure, scalable and modern foundation. **The system consolidates key business processes into one integrated environment**, improving transparency, data consistency and oversight across departments and regions. Integration with Microsoft Power BI enables enhanced business insights, supporting more informed decision-making and performance monitoring.



With the successful launch of NOVA, CARU strengthened its ability to manage complexity, support international growth and continuously improve its operations.

PARTNERSHIPS

[Introduction](#)

[Environment](#)

[Social](#)

[Governance](#)

[Contact](#)

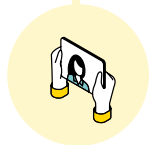


Office Dubai

In 2025, CARU established a new office in Dubai to strengthen its presence in a region with a growing customer base. The office enables closer, day-to-day collaboration with customers and partners in the Middle East, improving accessibility and responsiveness.



By having a local team in the region, the need for frequent travel from other CARU locations is reduced. This supports more efficient operations and contributes to a more sustainable way of working internationally.



Strategic Partnership: Feyenoord

In 2025, CARU entered into a strategic partnership with Feyenoord as naming partner of the CARU Shipping Lounge at De Kuip.

The lounge functions as a meeting place for stakeholders active in shipping, logistics and port-related industries, facilitating dialogue and long-term relationship building.



Rather than focusing solely on visibility, the partnership is centred on meaningful interaction within a trusted network. Through this collaboration, CARU strengthens its presence within its core operating environment and invests in durable relationships that support long-term value creation.





Sustainability Coordinator

Robine Schoonderwoerd

CARU Containers B.V.

Seattleweg 34
3195 ND Rotterdam

+31 10 491 44 44
sustainability@carucontainers.com

www.carucontainers.com

© 2026 CARU Containers