

FoodTankers Sustainability Report 2016





Lina Svensson, driver at FoodTankers

WANTED: FEMALE DRIVERS

"Among FoodTankers' 156 employees 96 are drivers but only 1 of them, Lina Svensson, is a woman. We would like to welcome more female drivers into our operations because we think diversity is good for the working environment. We actively encourage women to apply. Sometimes Lina visits schools and talks about life as a truck driver."

Sara Nilsson HR Manager at FoodTankers



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CEO statement: CSR and Sustainability at FoodTankers

The road transport business is by many considered to be the opposite to sustainable, with massive emissions and sometimes with a reputation of social dumping. This has made us accept the challenge to show that we actually can work for a sustainable development environmentally, socially as well as financially. CSR (Corporate Social Responsibility) has since long been a landmark for FoodTankers.

FoodTankers' vision is to be the most respectable logistic company in Europe for unpacked food.







FoodTankers supports the United Nations Sustainable Development Goals (3, 8 and 13) as we strive to minimize our emissions to air, water and ground and improve our working conditions. We contribute to welfare by being a part of the food chain in our society. Our approach on sustainability is a *holistic view* on all aspects: economical, environmental and social.

We simply want to be *the good company*, respected by our employees, customers, suppliers and society and its citizens.

The most important work *environmentally* is to reduce driving without cargo and increase the use of fossil free fuel. In August 2016, we inaugurated our HVO100 station in Karlshamn together with CircleK. This is a big step towards fossil free transports. We are now using *59* % *of fossil free fuel* in our own trucks in the Nordic operations and we expect this to increase to above 90 % if the supply of HVO100 will continue and prices are reasonable.

We actively search for customers with completing needs of transports to combine cargos and plan for the shortest distance. In 2016 we and our subcontractors together invested in 25 new trucks with EURO6 class.

From *a social perspective*, we have focused on the working conditions of both employed and subcontractors' drivers. At FoodTankers in Karlshamn, where many drivers take their resting period, we offer

all kinds of services that can make life away from home a little more comfortable: Kitchen facilities, living room with cable TV, free Wi-Fi, showers, laundry, bicycles and access to bath and gym. During 2016, we continued to audit our subcontractors to secure working conditions, minimum wages, social security and taxes. We also asked the drivers the same questions in an anonymous inquiry. So far, the results have exceeded our expectations. We have inspired subcontractors to produce their own Code of Conduct and other policies. We also introduced a whistle blowing process for employees. To improve our somewhat stressful office environment in Karlshamn, we have conducted interviews with employees and worked together with the union to find solutions. We have asked ourselves if we "practice what we preach" and have been using the ISO 26000 CSR standard for guidance.

Our plan for 2017 is to continue to work according to ISO 26000. Our long-term goals are to take the sustainability further to our subsidiaries, to our subcontractors as well as to our business partners.



Karlshamn in May 2017 Tomas Petterson CEO FoodTankers

A mobile pipeline in the European food chain

FoodTankers (1) is a mobile pipeline for the food feed industry in Europe.



We operate under high requirements concerning environment, quality and product safety. We comply with legislations and aim to improve our business and sustainability performance every year. This is our responsibility and our profile which should be taken for granted by our customers. Our business should take a precautionary approach to the environment, for instance when using chemicals in the workshop and cleaning station.

FoodTankers also handles LPG gas for the manufacturing industry and supports municipalities with *drinking water* in periods of drought.

FoodTankers operates in the Nordic region (50%) and internationally in Western- and Central Europe (50%). FoodTankers has subsidiaries in Poland, Hungary and The Netherlands. Our head office is located in Karlshamn but owned by IMPERIAL Logistics International with HQ in Duisburg, Germany. Our fleet has 102 trucks and 110 trailers and through IMPERIAL we gain access to over 400 trucks and 800 tank trailers. We hold certificates in ISO 9001,

Note (1) FoodTankers includes: FoodTankers AB (Sweden) FoodTankers Transport AB (Sweden) FoodTankers POLSKA SP z.o.o. (Poland) FoodTankers TRANSPORT KFT (Hungary) FoodTankers NEDERLAND B.V. (Holland)

This report concludes all subsidiaries if not mentioned specifically

Employees at FoodTankers:

Sweden: Total 74. FTE 57 (50M,7F), PTE 15 (M), Temp 2

Poland: Total 49. FTE 49 (46M,3F)

Hungary: Total 33. FTE 32 (30M,2F), PTE 1 (F) Netherlands: Total 1 FTE M (employed in Sweden) FTE=Full time employee, PTE=Part time employee Temp=Temporary employee, F=Female, M=Male

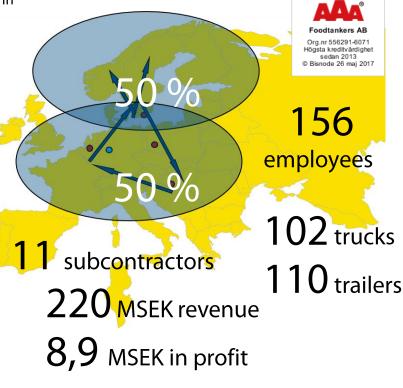
14001, 22000, 50001, GMP+ B4 Transports and SOAS+Food.

As a member of the Swedish Association of Road Transport Companies we have voluntarily committed to the Fair Transport standards (see page 16). We are also members of TANKCEU (Tank Combination Europe) and NetPort Science Park in Karlshamn (Intelligent logistics and Energy cluster). Our supply chain consists of 11 subcontractors from Sweden, Denmark, Latvia, Hungary and Poland. They are haulage companies, small or large, with vehicles and dedicated drivers for FoodTankers' customers.

Our customers vary from local breweries to multinational companies in the food processing industry. We work hard to improve our services, e.g. in 2016 we invested in new onboard computers with eco-scoring for each driver and better predictions for time-of-arrival. This will be fully implemented and evaluated during 2017.

Among our 156 employees 96 are drivers but only one of the drivers is a woman. We would like to welcome more female drivers into our operations. 100 % of the Swedish employees are covered by collective bargaining agreements.

FoodTankers' revenue (June 2015-May 2016) was 220 million SEK with an 8,9 million SEK profit. Our total assets were 122 million SEK with 103 million SEK in depths. We have the highest credit worthiness AAA.





A part of IMPERIAL

"Sustainability is an attitude. It determines how we think, how we feel and how we move around on this planet. In a corporate world which takes responsibility, every little thing makes a contribution to the protection of our living environment."







About this report

This is FoodTankers´ Sustainability Report for 2016. It reflects our business 1st of January – 31st of December 2016 except for the economic figures which reflect the fiscal year 1st of June 2015 – 31st of May 2016. The previous report covered 2015. With this report, we aim to be transparent with our CSR and sustainability efforts, covering all our business and subcontractors.

Material aspects

We have identified two material aspects through the years by understanding our impact on people and environment, in dialogue with our customers, employees and different organizations.

CO₂ reduction

We have for many years been focusing on avoiding empty driving and lower emissions (CO2) from our transports both from economic and environmental perspectives. Our goal is to reduce CO2 emissions from our own trucks with 40% until 2018 (60% Nordic, 20% internationally) based on 2015.

Johan EvertssonQuality and Sustainability Manager
Contact:

<u>johan.evertsson@foodtankers.com</u> Phone: +4645437500 100. For our international operations, we expect the blend of bio diesel to increase in the coming years.

Labour practices

Social aspects in focus are labor

This gives us the possibility to

be 90 % fossil free in the Nordic

by 2020, much thanks to HVO

Social aspects in focus are labor practices and respectable work. Being a European transport company working in several countries with large differences in welfare systems and salaries we work hard to secure our employees' working conditions, health and safety. Traffic safety is of course also of vital interest and is since long an integrated part of our training and education process.

Stakeholder dialogue

We have a continuous dialogue with our customers regarding compliance and CSR. We also audit our subcontractors which we communicate in this report.

In order to take in the voices from the drivers themselves we have also initiated a survey about working conditions which is answered anonymously. We anonymously. have during 2016 extended the dialogue union representatives, legislators and industry associations by arranging two seminars social responsibility and fossil free fuels. We participate in NetPort Science Park Energy Cluster to learn more about renewable energy and energy saving and we also share our experience through different international project groups.

Reporting principles

This report has been prepared in accordance with the GRI Standards: Core option.

In the making of this report we have been inspired to follow the new GRI Standards. Our previous report (2015) was in accordance with GRI G4. We have produced this report in cooperation with GE99. It has not been reviewed by external accountants.

Corrections 2015

We have discovered the following errors in our Sustainability Report 2015:

- 1. The total Diesel consumption (p.10) was switched between Nordic and International Traffic.
- 2. Direct GHG emissions (p.10) the total figure was correct, but the division between FoodTankers and the subcontractors was wrong.
- 3. Indirect GHG emissions (p.10) Wrong value for electricity (0,68 corrected to 12,3 tons). Sold transports and Tank cleaning stations should have been reported on Other indirect GHG.

Governance, Ethics and Integrity

FoodTankers AB is a Swedish company owned by IMPERIAL Logistics International with HQ in Germany.

Laabs is a German sister company synergizing with FoodTankers in close cooperation. The budget, including investments, is approved by IMPERIAL Logistics. FoodTankers´ local management is responsible for the daily business including sustainability aspects.

Ethics and Integrity

Our <u>Code of Conduct</u> derives from UN Global Compact, is inspired by ISO 26000 and applies to all employees and subcontractors:

- Respect human rights
- Pay the salaries in due time and according to existing laws and regulations
- No use of forced labor
- Respect drive- and rest periods according to EU legislation
- Stand up against discrimination
- Allow associations and collective bargaining
- Inform on changes in due time
- Always work for a safe labor environment
- Continuously improve environmental work with focus on CO2 emissions
- Never accept money laundering or corruption
- Respect our customer's integrity

Other policies are Operating policy, Environmental policy, Working environment policy, Policy for Equal opportunities, Drug policy and Traffic safety policy. We have also committed to the Swedish Fair Transport Policy meaning we should a) drive safely, b) drive climate smart and c) take social responsibility. See more on page 16.

Our employees (drivers) and subcontractors are obliged to participate in training sessions, initially 3-4 days theory and 1-2 weeks as a co-driver in the truck and then a yearly training session.

In 2016 we implemented a whistle blowing process which in practice is a physical mailbox in Karlshamn only opened by our CEO.



FoodTankers is certified to ISO 9001 (Quality management system) and ISO 14001 (Environment management system), ISO 22000 (Food Safety), ISO 50001 (Energy management) GMP+B4 (Feed Safety) and EFTCO's SQAS Food (Tank Cleaning Stations). In 2016, we certified our Energy management system according to ISO 50001 and renewed all other certificates. We also take guidance from ISO 26000 in our CSR ambitions.







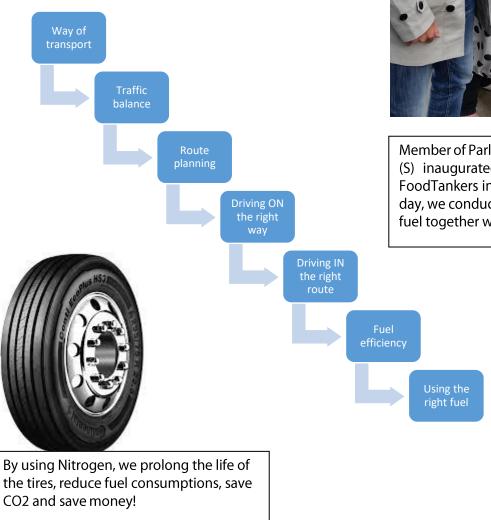


Environment

"As FoodTankers' operations have an impact on the environment we are committed to reduce our emissions to air, ground and water. Our Environmental Policy and Sustainability Report describes how we measure and improve." FoodTankers' Operating Policy

Our Environmental Management System is since 2000 certified to ISO 14001. The prioritized environmental goals are to lower CO2 emissions, energy and water consumption and to minimize waste. We see our subcontractors as a vital part of our business and we assess their environmental efforts as well as their social responsibility.

Our "Environmental Staircase" guides us in every decision we make to save money, fuel and environment.





Member of Parliament *Suzanne Svensson* (S) inaugurated the HVO100 station at FoodTankers in August 2016. At the same day, we conducted a seminar on fossil free fuel together with CircleK.

Emissions

Less CO2 per kilometre in total traffic

Fossil free diesel 2016 (own trucks, Nordic)

Thanks to RME and HVO fuel we decreased our CO2 emissions from trucks by a total of 741 tons (9 % reduction with 5 % fewer kilometers).

Burning diesel and other fossil fuels releases Green House Gases (GHG) such as Carbon dioxide (CO2) and contributes to climate change. Therefore, emissions from our diesel trucks is the most prioritized environmental aspect. We aim to reduce CO2 from our own trucks with 40 % until 2018 (-60% Nordic and -20% Int.) with base year

2015 – the first year we published a sustainability report.

By using our "Environmental Staircase" (page 9) as a guide, we know how to reduce fuel consumption and Green House Gases step by step. We have for long been using RME in the fuel and are now trying HVO as well. The challenges are the prize differentiation between the European countries and the access to HVO. By using RME and HVO in the Nordic operations we have during 2016 used 59 % fossil free diesel in our own trucks. For domestic transports in Sweden we almost only use HVO as fuel.

The invoices we get for diesel purchases don't always specify the blend of bio diesel. We will address our fuel suppliers in this matter. For this report, we have estimated that the unspecified diesel outside the Nordics has a bio diesel blend of 5 %.

The average fuel consumption has stayed on 0,35 liters/km – the same as previous year.

Direct GHG 7200 (8176) tons – reduction 12 %

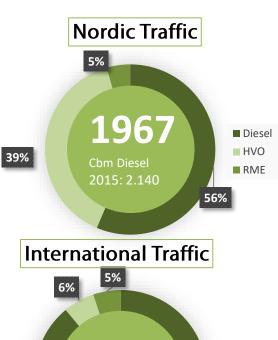
Emissions from FoodTankers' own trucks: 4863 tons Emissions from subcontractors' trucks: 2337 tons

Energy indirect GHG 11,8 (12,3*) tons

From March 2015 we only use 100 % renewable electricity at the office, workshop and car wash in Karlshamn. From electricity, heating, cooling and steam: 11,8 tons

Other indirect GHG 458* tons

Business travel by car: 6,6 (8,4) tons Business travel by plane: 8,6 (9) tons Using external tank cleaning stations: 208 (501) tons Emissions from sold transports 235 (146) tons



Diesel mix 2016



Reduction of GHG 976 (150) tons

Increased use of bio diesel and lower fuel consumption due to ECO driving, bonus system and new trucks: - 976 tons CO2, 9 % less CO2 per km

Other significant air emissions

Vehicles produce air pollution like ozone and particles harmful to health. The best way to reduce those emissions is to have new and modern vehicles. Our fleet exists to 97 % of Euro class 5 and 6.

Emissions from trucks: NOX 24,9 (31,4) tons. We don't measure SOX since EU diesel is sulfur free today

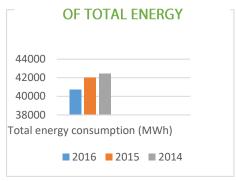
^{*} The comparison is not accurate between 2015 and 2016. External tank cleaning stations were reported as Energy indirect GHG.

Energy and Water

3 % reduction OF TOTAL ENERGY

Energy: 40726 (42010) MWh

Transports are necessary to create a good society but transports consume a lot of energy. We are constantly trying to minimize unnecessary transports by seeking opportunities with our customers to share transports even if it will take a little longer. One of our environmental goals is to reduce energy consumption from our facilities in Karlshamn. The electricity used in Karlshamn for office, workshop and truck wash is 100 % renewable from March 2015.



Total energy consumption: 40726 MWh whereof:

Direct transport with trucks: 37450 (39168) MWh (2014: 39324)

Cleaning stations¹ 241 (254) MWh District heating¹ 2723 (2228) MWh

Office, workshop and truck wash 312 (360) MWh

Electricity used: 553 (614) MWh whereof 84% is renewable² Steam 101 (214) tons (included in electricity)

less electricity used



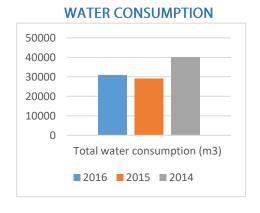
Water: 30913 (29140) m³

The United Nations and WHO estimated in 2015 that more than 650 million people did not have access to clean water. Global warming may also contribute to shortage of water. We should not take water for granted and it is important to reduce water consumption even here in Sweden. FoodTankers has agreements with several municipalities in Sweden to deliver drinking water in case of draught or accidents. Read more about our water services at vattenkris.se. Some of the water delivered is taken from our own sources and is reported as our own water consumption.

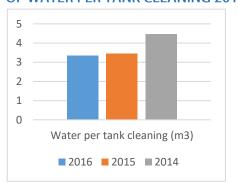
Saving water is also an environmental goal for us since we are using lots of water to clean the tanks and to wash our trucks. We have invested in our cleaning station in Karlshamn to optimize the use of water. Our car wash is a modern facility where we have installed high pressure hoses to minimize water consumption.

Total environmental protection expenditure in water reduction: 50 KSEK.

6 % increased



3 % saving **OF WATER PER TANK CLEANING 2016**



¹ Cleaning station in Karlshamn only

² Cleaning station in Karlshamn uses 50 % electricity from renewable sources, steam is produced with 84 % electricity from renewable sources

Waste

We have declared Waste as one of our Environmental aspects. Waste from our office, kitchen and workshop is separated at source.

Waste water from our cleaning station and from our truck wash is extensive and needs to be handled with care. FoodTankers cleaning station is located at the industrial area of AAK in Karlshamn but is operated by FoodTankers employees. The station is certified to EFTCO's SQAS (Food) and has recently been reviewed.

Our truck wash is equipped with a modern treatment plant that takes care of disposals before the water reaches the municipal sewage plant.

In Karlshamn we used 30913 m3 of water during 2016. By working actively to reduce the amount of used water we will also decrease our disposal of water. Our goal is to reduce the use of water by 10 % from the level of 2015.

During 2016, we disposed 54,1 tons of waste that was collected, sorted and recycled by an external partner. In total, we increased waste with 3 % compared with 2015.

Our goal is to increase separation at source with 5 % from the level of 2015.



^{*} Metal waste was not reported in 2015.

Labor practices and Decent work

Our employees are in the center of our business. Our success depends on them, their commitment and willingness to learn and improve every day. We want to create an attractive labor environment where everyone can make her or his voice heard.

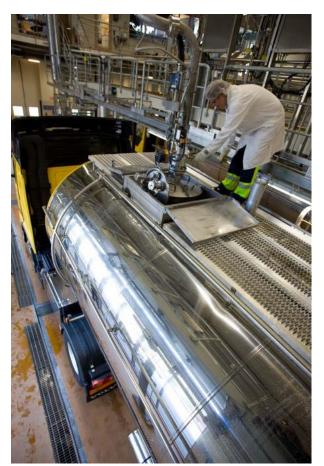
The most important social aspect for us as a road transport company is to secure a safe and healthy labor environment for our staff. They are driving in heavy traffic every day with large vehicles and sometimes under pressure to catch a ferry or reach the destination at customer's location in time. It is vital that they have the knowledge to drive safely, the ability to put safety first and the skills to handle the loadings with care.

Among our 156 employees 96 are drivers. In Karlshamn there are 46 colleagues managing the daily operation including cleaning station, workshop, traffic planning and administration. We are equal numbers of women and men in the administration but only one female driver. We would like to welcome more female drivers into our operations. This is a real challenge for us as well as for the whole industry, since the lack of drivers is rising.

All employees at FoodTankers have health insurance. White collars also have access to private health care. All drivers, both employees and subcontractors, have access to our facilities in Karlshamn with free Wi-Fi, laundry, kitchen, showers, bicycles and an access card to a public bath. The employees have regular health examination.

Our employees and subcontractors are continuously informed about changes in the business via a monthly newsletter, meetings and our intranet.

We discuss work environment and safety at work with our customers. No severe accidents have occurred during 2016 and no accidents have resulted in any



days of absence. One fall accident has occurred with minor injuries. The risk of fall accidents occurs when the driver loads and unloads on top of the trailer. To prevent fall accidents FoodTankers has rebuilt the trailers for ground operations. All drivers are equipped with safety harness since ground operation is not applicable at all customer sites.

During 2016, our sick leave was 2,9 % (3,3) in Sweden, 2,5 (3,2) in Hungary and 7,1 % (3,7) in Poland. Three drivers in Poland were long-term sick-listed, hence the high figure.

All subcontractors have been inquired on Code of Conduct and 2 more subcontractors (18 % of all) were audited in 2016. The result was good with only minor deviations. FoodTankers has the same demands on subcontractors as on our own business. We focus on human rights and labor practices in audits but cover all areas in our Code of Conduct. We have also started a Survey among drivers anonymously about the working conditions which we will follow up continuously. 89 % felt respected by their employer and 83 % were satisfied with the labor environment.

We have planned to introduce a new e-learning system for areas like safety, quality and CSR.

Human Rights and Anticorruption

"FoodTankers has a comprehensive view on our way of work. We aim for a safe and healthy working environment for our drivers as well as for all employees and subcontractors. Our Code of Conduct, which also applies to our subcontractors, states that we must respect human rights and stand up against all kinds of corruption." FoodTankers' Operating Policy

Non-discrimination

FoodTankers says no to racism and discrimination. All incidents must be reported to the management and serious incidents are reported to the police. During 2016, we had no reported incidents where racism was expressed. There are two ongoing cases in court in Poland, where former employed drivers are accusing FoodTankers for withholding compensation for allowances.

Anticorruption

FoodTankers disassociates itself from all corruption in our Code of Conduct (p.7). We make clear that smuggling in our trucks or other criminal activities are strictly forbidden. During 2016 there was no incident reported on anticorruption.



Anti-competitive behavior

FoodTankers policy is to follow the rules and to compete on a level playing field. We were not involved in any legal actions for anti-competitive behavior in 2016.

Compliance

The Swedish Transport Agency (Transportstyrelsen) conducted a control in 2016 on drive- and rest periods. As we reported for 2015, we have been working hard with education to minimize all deviations and breaches of drive- and rest periods. This has resulted in very few deviations and breaches for 2016.

FoodTankers has a process where all drivers and planners are controlled, informed and reminded to report all deviations as soon as possible to avoid breaches. Since three years, we are working on a new planning system to support better margins for drive-and rest periods.

All deviations are documented in our IT system transparent to the authorities.

Product Responsibility

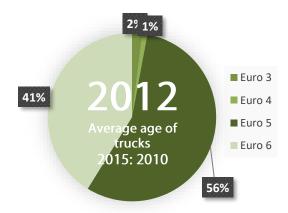
Since FoodTankers does not sell any products at all or has any direct consumer responsibility we do not report this aspect.

25 new eco-friendlier trucks

FoodTankers is continuously renewing its fleet regardless of whether the truck is owned directly by FoodTankers or by our subcontractors. In 2016 we invested in 12 new trucks ourselves and our subcontractors in 13 new trucks, all with Euro 6 engines. In 2016 FoodTankers increased its possession of Euro 5 and 6 from 94 % to 97 %. With new fuel such as HVO100 we can run our operations more or less fossil free in the future. The new trucks also come with the latest technology for traffic safety.



97 % Euro 5 and 6



Fair Transport

FoodTankers is a member of The Swedish Association of Road Transport Companies and is committed to Fair Transport.

"Fair Transport is a voluntary code of conduct for The Swedish Association of Road Transport Companies' members which includes road safety, environment and social responsibility. Fair Transport was launched in 2014 after a noisy debate about social dumping, fraud and lawlessness in the haulage industry. The Swedish Association of Road Transport Companies wanted to provide the opportunity for serious haulers to lift themselves from the crowd, to "distinguish a transport from a transport."

Fair Transport would be voluntary and have a low threshold of joining. Today, 21 % of all member companies have joined in and together comprise almost 30 % of vehicles in the Association. Of the trucking companies and haulage



WE DRIVE SAFELY

- We respect regulations and speed limits
- We respect drive- and rest time
- We load and unload the cargo correctly
- We only use approved vehicles

contractors that have

joined Fair Transport, a majority say that it has not affected their business at all, while 17% believe that profitability increased thanks to Fair Transport. A significant group also claims that environmental work, road safety and social responsibility enhanced through Fair Transport. Half of Fair Transport companies experience that demand for healthy transport from transport buyers are nonexistent. "

From the report 'Fair Transport Sustainability Report 2014 – 2016' by GE99.





WE DRIVE CLIMATE SMART

- We are trained in Eco driving
- We work actively to save fuel
- We have tools to calculate environmental impact
- We follow our plans for quality and environment

WE TAKE RESPONSIBILITY

- We provide safe employment and good working conditions
- We comply with rules and regulations
- We have permissions, knowledge and the experience it takes
- We have an ethic policy
- Collective agreement or similar is obvious to us

³ http://www.akeri.se/sites/default/files/uploaded files/fair transport hallbarhetsredovisning.pdf (Report only in Swedish)

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SUPPLIER SOCIAL ASSESSMENT 2016	
414-1 New suppliers that were screened using social criteria. 13	



4. One of our new trucks presented by VM Tarm AS at Elmia Fair.

5 and 6. Article in Swedish Association of Road Transport Companies Magazine "Svensk Åkeritidning" about FoodTankers' journey and work with CSR and sustainability.

- 1. Stakeholder meeting on social responsibility: Lina Svensson (FoodTankers), Suzanne Svensson (Member of Parliament), Benny Lundgren (Swedish Transport Workers' Union).
- 2. Our first customer to buy fossil free transports outside Sweden was Oatly! states Mats Petersson, Traffic Manager and Sales Nordic.
- 3. "The future is fossil free diesel" from CircleK.

Milestones of CSR and Sustainability

1996

2000

2007

2008

Quality Management System ISO 9001

Environmental Management System ISO 14001 First Environmental Report

First Alco Locks installed

Traffic Management System IMPERIAL acquires FoodTankers

Battery chargers to avoid idling

Speed Limits lowered from 90 Km/h to 85 Km/h

ECO Driving in Poland

Nitrogen in tires

GPS and Canbus to follow up fuel consumption

2009

2010

2011

2012

FoodTankers´ Environmental Staircase

First transport company in Sweden certified to ISO 22000 and GMP+ B4.1. New Truck wash with advanced purification technology

Decision to have Alco Lock in all new trucks including subcontractors Geothermal heating for office and workshop in Karlshamn

2013

2014

2015

2016

2017

CDP reporting to IMPERIAL

Code of Conduct based on UN Global Compact

Nexta project for drive and rest time calculation

SQAS+Food certified for Cleaning station

Water saving investments

Audited on Code of conduct by DNV

Starting audit of subcontractors

Asking drivers about labor conditions

New Environmental Policy

74 trailers rebuilt for ground operations

First Sustainability Report according to GRI G4

Stakeholder dialogue on social responsibility and fossil free fuel

HVO100 station in Karlshamn

25 new ecofriendlier trucks First international customer to buy "fossil free transports"

The goal is to reduce CO2 by 40 % this year (based on 2015)



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