



FoodTankers Sustainability Report 2018



WANTED: FEMALE DRIVERS

“Among FoodTankers’ 151 employees 108 are drivers but only 1 of them 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.”

*Sara Nilsson
HR Manager at
FoodTankers*

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CEO statement:

CSR and Sustainability at FoodTankers

Sustainability work is part of everyday life at FoodTankers. It is more about values that affect the daily behavior than about strict rules that must always be controlled. We are ready to take the next step of responsibility to contribute to the global goals of Agenda 2030 and the Paris Agreement. The question is – who wants to cooperate with us?

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

2018 was a step back for the environment. My fears about the effects of the Reduction duty came true. The Reduction duty entails an increased involvement of fossil-free fuel (i.e. HVO) in ordinary diesel and HVO-100 became more expensive than the ordinary diesel.

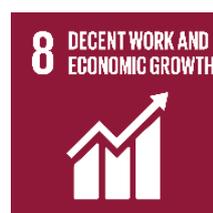
Despite the new expensive regulations, one of our larger customers wanted us to continue to carry out their transport with fossil-free fuel. FoodTankers then went from using a 100 % fossil-free fuel in Sweden down to a mix of 42 % fossil-free (as a comparison, Germany has about 7%). The cost increase for driving fossil-free is about 1 % on the transport price, which for a typical product we transport corresponds to a cost increase of 0,1 %! An increase in our international traffic also led to an increase in CO2 emissions. We replaced 21 vehicles in the fleet with the latest Euro6 technology and 82 % of our vehicles now have Euro6 standard. Only vehicles approved for HVO and RME will be acquired for the Nordic operations. For our own operations in Karlshamn we have been using green electricity for a few years. Other non-green energy that we used during 2018, for example for air travel, we have climate compensated.

The large demand for drivers abroad leads to high wage increases but also to improved social conditions for drivers, where for example the time from home is becoming shorter.

In 2018 we were involved in four traffic accidents, one of which was serious with a fatal outcome. However, we were not responsible for the tragic event. We have had a serious breach of our gender equality policy, which resulted in one employee leaving FoodTankers.

I hope that 2019 will be the year when the market moves focus from price to sustainability. We intend to offer our customers a completely fossil-free transport alternative to a very small additional cost in 2019 and it will be interesting to see who are interested.

Karlshamn
in March 2019
Tomas Petterson
CEO FoodTankers



FoodTankers supports the United Nations Sustainable Development Goals (3,5,6,8 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.

A mobile pipeline in the European food chain

FoodTankers ⁽¹⁾ is a mobile pipeline for the food and 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.

Employees at FoodTankers:
 Sweden: Total 79. FTE 62 (56M,6F), PTE 17 (17M)
 Poland: Total 50. FTE 43 (41M,2F)
 Hungary: Total 29. FTE 28 (26M,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

Note ⁽¹⁾
 FoodTankers includes: FoodTankers AB (Sweden) id 556291-6071
 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

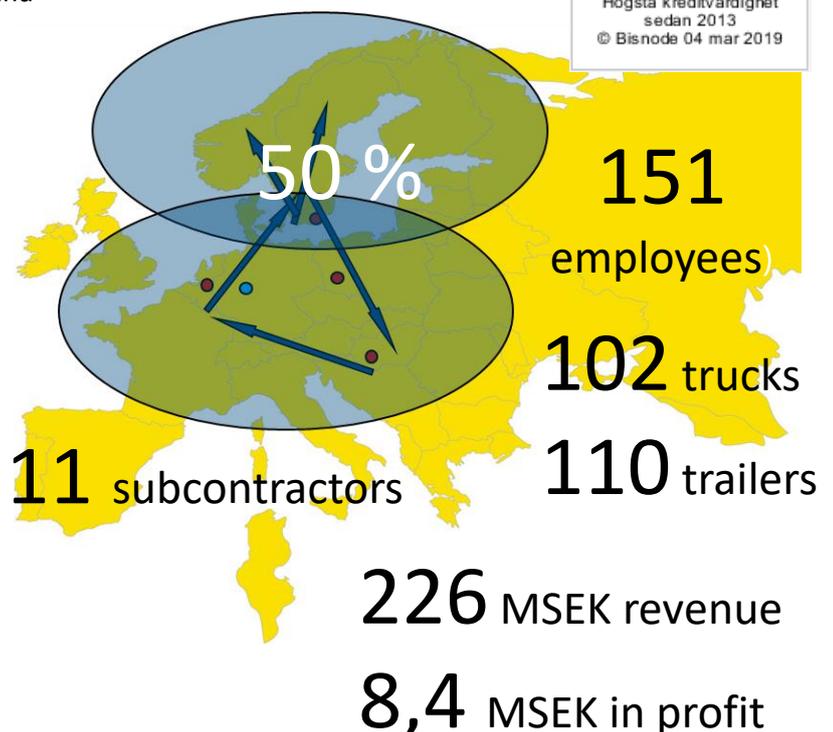
We hold certificates in ISO 9001, 14001, 50001, 22000, GMP+ B4 Transports and SQAS, EFTCO Food.

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.

Among our 151 employees 108 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 (2018) was 226 million SEK with an 8,4 million SEK profit. Our total assets were 107 million SEK with 101 million SEK in depths. We have the highest credit worthiness AAA.

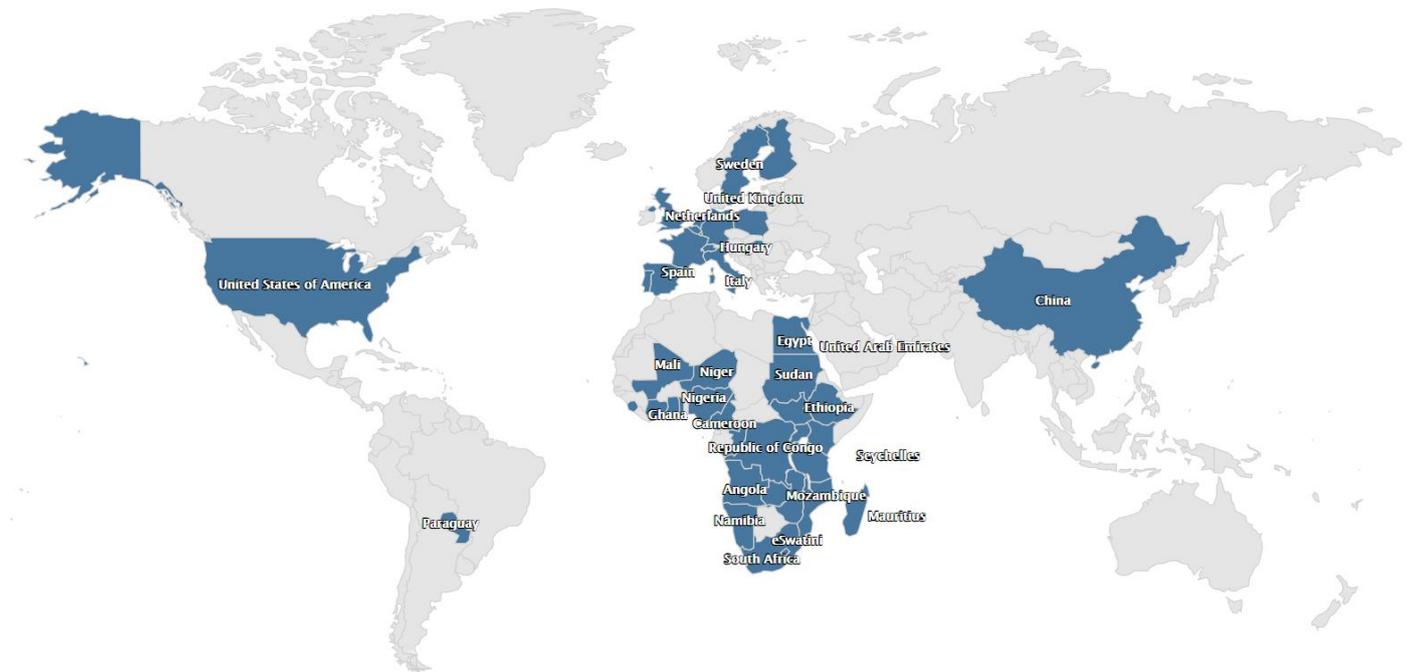


FoodTankers is owned by Imperial Logistics.

The information on this side is extracted from: <https://www.imperiallogistics.com/overview.php>

Sustainability Reports can be found here: <https://www.imperiallogistics.com/sus-reports.php>

A part of IMPERIAL



About us

Imperial Logistics is a mainly African and European logistics provider of outsourced integrated value-add logistics, supply chain management and route-to-market solutions - customised to ensure the relevance and competitiveness of our clients.

Sustainability

Our philosophy when it comes to sustainability is to meet the needs of our clients now without compromising our ability to do so in the future.

About this report

This is FoodTankers' Sustainability Report for 2018. It reflects our business 1st of January – 31st of December 2018 except for the economic figures which reflect the fiscal year 1st of June 2017 – 31st of May 2018. The previous report covered 2017. With this report, we aim to be transparent with our risk management and our CSR and sustainability efforts covering all our business and subcontractors.

Material aspects

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

Emissions- CO2

CO2 emissions in transport are still increasing, as overall global freight transports (domestic and international) continue to grow. 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 to reduce CO2 emissions from our own trucks with 40 % from 2015 to 2018 was not achieved. Unfortunately, we increased the CO2 emissions by 11 % 2018 compared to 2017 due to new legislation on biofuel which increased the price on HVO100. We will make a new try with engaged customers to use



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HVO100 even if the transport costs will be slightly higher.

Our goal for the Swedish traffic though, is still to be 90 % fossil free in the traffic in Sweden by 2020, depending on our customers' demands. We succeeded to reach 74 % until 2018. For our international operations, we expect the blend of bio diesel to increase in the coming years.

Emissions- NOx

Nitrogen oxides (NOx) contributes to the eutrophication and acidification of forest, land and water. Nitrogen oxides also have negative health effects and affect the respiratory system. Our goal to reduce NOx emissions from our own trucks with 35 % between 2015 and 2019 was reached at the end of 2018. The new Euro6 engines reduce the NOx level with 87 % compared with Euro5. HVO is an important parameter to reduce the NOx emissions, according to FEV, one of the world's leading engineering companies specializing in engine development. Their study shows that NOx emissions can be reduced by 30 % if driving with HVO instead of MK1 diesel. Our fleet, including subcontractors, consists of 82 % Euro6.

Labour practices

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. Unfortunately, 4 serious accidents occurred in 2018.

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. To take in the voices from the drivers themselves we have also initiated a survey about working conditions which is answered anonymously. 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. We also regularly engage Members of Parliament and local politicians in the dialogue regarding CSR and sustainability in the transport business. This year we conducted a seminar on fossil-free fuels with MP Anders Åkesson (C), customers, NGO:s and the transport industry.

Reporting principles

This report has been prepared in accordance with the GRI Standards: Core option. We have produced this report in cooperation with GE99. It has not been reviewed by external accountants. Photos; FoodTankers and Shutterstock.

Corrections 2017

We have discovered no errors in our previous report (2017).

Governance, Ethics and Integrity

FoodTankers AB is a Swedish company owned by IMPERIAL Logistics International with HQ in Germany. 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 [Code of Conduct](#) 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.



Certificates

FoodTankers is certified to ISO 9001 (Quality management system) and ISO 14001 (Environment management system), ISO 50001 (Energy management), ISO 22000 (Food Safety), GMP+B4 (Feed Safety), SQAS and EFTCO Food (Tank Cleaning Stations). During 2017 we renewed our ISO 9001 and 14001 certificates to the latest version. We also take guidance from ISO 26000 in our CSR ambitions.



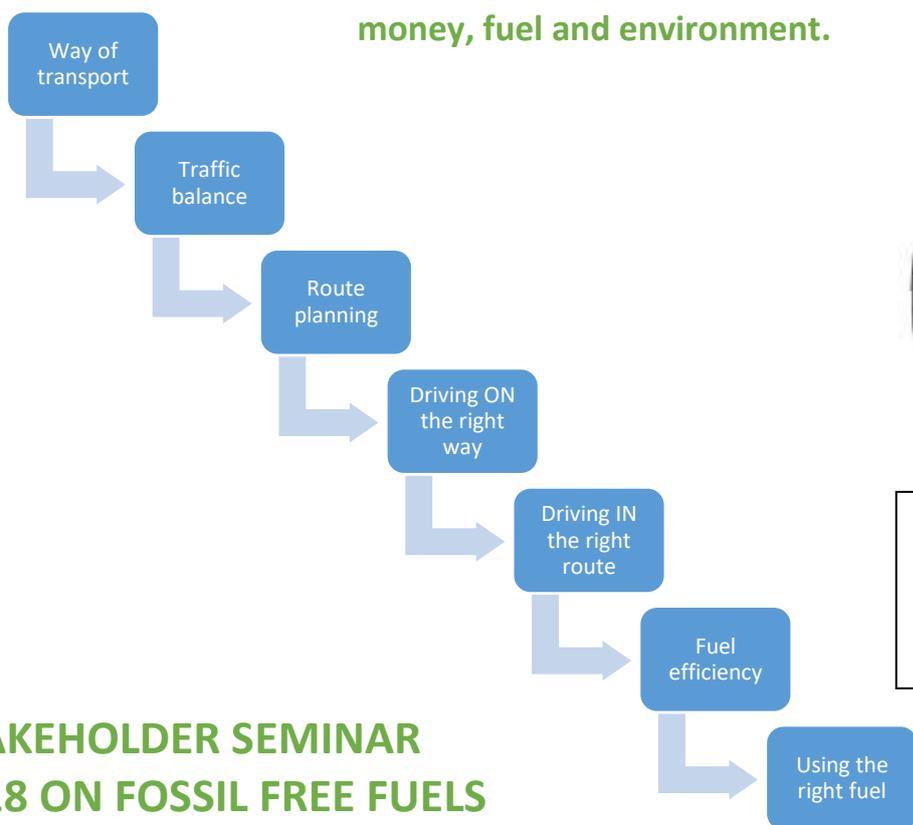
Environment

“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.



By using Nitrogen, we prolong the life of the tires, reduce fuel consumptions, save CO2 and save money!

STAKEHOLDER SEMINAR 2018 ON FOSSIL FREE FUELS



Member of Parliament Transport Committee **Anders Åkesson** (Center Party) presents climate politics during FoodTankers session on fossil free fuel in May 2018. Participants from AAK, Oatly, Circle K, NetPort Science Park, Karlshamn municipality, The Swedish Association of Road Transport Companies and The Confederation of Swedish Enterprise.

Emissions

We increased our CO2 emissions with 11% per driven kilometer over all, and by 11 % in total.

Emissions from our diesel trucks is the most prioritized environmental aspect. By using our "Environmental Staircase" (page 9) as a guide, we know how to reduce fuel consumption and Green House Gases step by step. The challenges are the prize differentiation between the European countries and the price situation of HVO100. The reduction duty 2018 has increased the prize of HVO100. We have initiated a customer dialogue to see the willingness to pay a little bit more for HVO100 and fossil-free transports. During 2018 only one customer agreed to the new price terms. We could therefore not keep the HVO station at our premises and are now looking for new opportunities to be on the road to fossil free transports.

Driven kilometers 2018 compared to 2017: - 0,2 %

Average fuel consumption: 0,35 liters/km (0,35)

Direct GHG g/km

Emissions from FoodTankers' Swedish trucks: 0,37 (0,30)

Direct GHG 8321 (7386) tons – increased by 11% per km
Emissions from FoodTankers' own trucks: 4990 (4500) tons
Emissions from subcontractors' trucks: 3331 (2886) tons

Energy indirect GHG 11,8 (11,5) tons

Since 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 330,2 (237,6) tons

Business travel by car: 7,1 (5,8) tons
Business travel by plane: 11,5 (4,8) tons
Using external tank cleaning stations: 204,6 (163,1) tons
Emissions from sold transports 107 (63,9) tons

Emissions NOx 18,58 (21,2) tons

Emissions from FoodTankers' own trucks: 10,3 (12,9) tons
Emissions from subcontractors' trucks: 8,3 (8,3) tons

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 99 % of Euro class 5 and 6. We don't measure SOX since EU diesel is sulfur free today.

Emission Goals

Our previous goal to reduce CO2 by 40 % from 2015 to 2018 was not realistic. The access to HVO outside Sweden is still very limited and the price has increased.

We have therefore reevaluated our goals to some extent:

Swedish traffic: 90 % fossil free 2020 (2018: 74 %)

Own trucks: Reduce NOx emissions by 35% until 2019 (base year 2015)

The goal was reached (35,7 %) during 2018

Total CO2 emissions

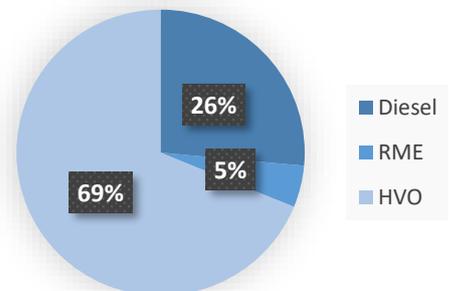
8707 tons (7635)

by revenue 38,5 ton per MSEK (35)

11 %

More CO2 per kilometres Swedish trucks

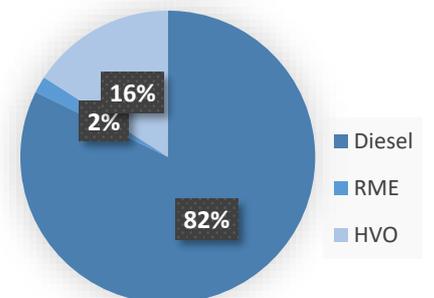
Swedish Traffic



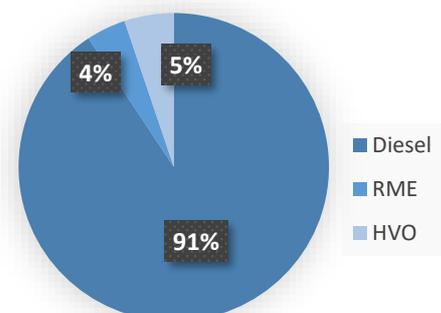
74 %

Fossil free diesel 2018 (own trucks, Sweden)

Nordic Traffic except Sweden



International Traffic



Energy and Water

Energy: 42205 (41658) MWh

We started to map all energy consumption by 2017 and the process is ongoing. 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: 42205 MWh whereof:
 Direct transport with trucks: 39232 (38694) MWh
 Cleaning stations¹ 248 (258) MWh

District heating¹ 2381 (2388) MWh
 Office, workshop and truck wash 344 (318) MWh

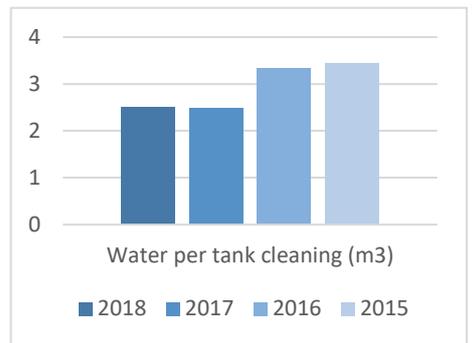
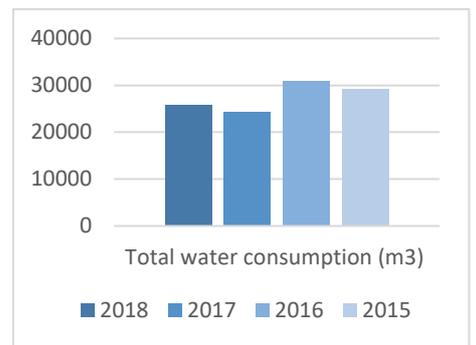
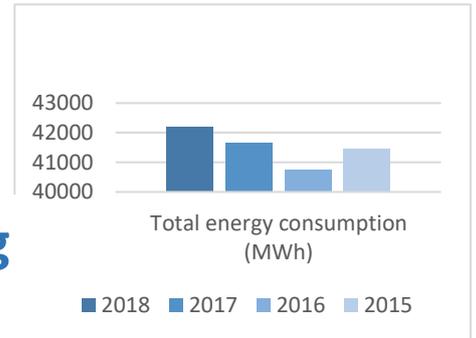
Electricity used: 592 (576) MWh whereof 84% is renewable²
 Steam 86.5 (88) tons (included in electricity)

Water: 25897 (24745) 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.

Water reduction goal was achieved: We aimed to reduce water by 10 % from the level of 2015 until the end of 2017 and we reached 16,4 %.



1,3 % increasing
OF TOTAL ENERGY

4 % increasing
WATER CONSUMPTION

4 % increasing
OF WATER PER TANK CLEANING



The summer of 2018 was the hottest in 260 years in Sweden! We helped 3 cities with water transports through our service vattenkris.se

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 SQAS and EFTCO's + Food and has been reviewed in 2017.

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 25897 m³ of water during 2018. By working actively to reduce the amount of used water we will also decrease our disposal of water. Our goal was to reduce the use of water by 10 % from the level of 2015 (29140) until end of 2017 (16,4%).

During 2018, we disposed 31,3 tons of waste that was collected, sorted and recycled by an external partner. In total, we decreased waste with 34 % compared with 2017.

Decreased waste by 34 %



Recycled paper	0,8 (0,8)
Dangerous waste	9,84 (25,9)
Flammable waste	2,52 (13,4)
Sortable waste	9,86
Electronic waste	0,5 (0,3)
Metal	6,1 (6,8)
Glass	1,44 (0,5)
Cardboard	0,2 (0,2)
Total waste	31,3 (47,9) tons

Risk for contamination 2018

In August 2018 our security discovered a water leak outside our car wash in Karlshamn. We contacted the authorities (Miljöförbundet Blekinge Väst and Karlshamns kommun). Since there was a smell of diesel, we conducted investigations and soil samplings and found only minor contaminations. The authorities decided that a decontamination was not necessary.

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.

Four serious road accidents, one fatal and three with minor injuries, occurred with FoodTankers' trucks involved during 2018. Three of them were collisions with cars and one with a motorcycle. In two cases FoodTankers' driver was held responsible.

Despite the fact that FoodTankers require alcolocks in all trucks, a driver was discovered with drunk driving. In a subcontractor's new car the alcolock had not been properly connected. The driver was dismissed.

Among our 151 employees 108 are drivers. In Karlshamn there are 43 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-collar also have access to private health care. In 2018 an increased health check was carried out on SE White-collar and Blue-collar staff. 2018 all drivers were obliged to use the e-learning on CSR when collecting new work clothes.

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.

	2018	2017	2016
Tot. Amount Employees	151	161	156
Where of PL	43	50	49
Where of HU	29	31	33
Full time employees	134	148	139
Proportion female (%)	10	8	9
Proportion female drivers (%)	1	1	1
Sick leave (%)	1,9	2,1	3,8
Sick leave SE	1,9	2,1	2,9
Sick leave PL	2,6	2,3	7,1
Sick leave HU	0,4	1,9	2,5

We discuss work environment and safety at work with our customers. All drivers are equipped with safety harness since ground operation is not applicable at all customer sites.

All subcontractors have been inquired on Code of Conduct and 2 more subcontractors were audited in 2018. The result was good with no 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. Our drivers in PL and HU have during 2018 answered a survey about the working conditions at FoodTankers. This is followed up continuously. 85% (98%) felt respected by their employer and 95 % (84%) were satisfied with the labor environment.

We have introduced a new e-learning system for areas like safety, quality and CSR during 2018.

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. In 2019, an employee was accused of sexual harassment, which is suspected to have taken place in 2018. The employee has left FoodTankers. No other incidents where racism, discrimination or harassment has been reported. There is one ongoing case since 2017 in court in Poland, where a former employed driver is accusing FoodTankers for withholding compensation for allowances.

Anticorruption

FoodTankers disassociates itself from all corruption in our Code of Conduct (p.8). We make clear that smuggling in our trucks or other criminal activities are strictly forbidden. During 2018 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 2018.

Compliance

The Swedish Transport Agency (Transportstyrelsen) conducts control of drive- and rest periods. Due to a misunderstanding (2017) by our workshop we had a case related to missed inspection of a tacho graph in one truck. We also had an open case from 2016 of breaches according to drive- and rest periods which also was closed. Since the end of 2017 all trucks have automatic download of tacho

data. This has resulted in better control of tacho data and only a few deviations and breaches for 2018.

The breaches identified by the Swedish Transport Agency's control are predominantly administrative errors by the drivers like forgetting registration of Start and end country, then pure violations of the drive- and rest period regulation.

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.

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



Product Responsibility

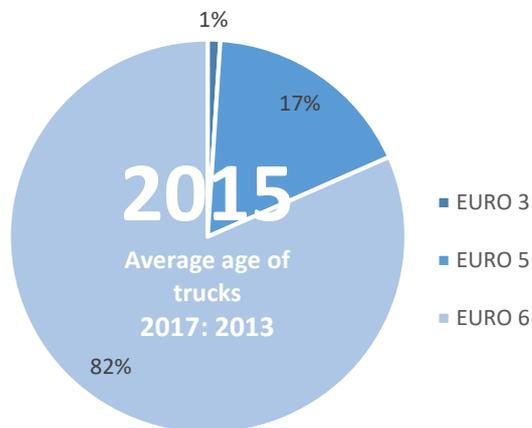
Since FoodTankers does not sell any products at all or has any direct consumer responsibility we do not report this aspect.

17 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 2018 we invested in 17 new trucks ourselves and our subcontractors invested in 4 trucks, all with Euro 6 engines. We only order trucks that are compatible with fuels like RME and HVO. The new trucks also come with the latest technology for traffic safety.



99 % Euro 5 and 6



Fair Transport

FoodTankers is a member of The Swedish Association of Road Transport Companies and is committed to Fair Transport, a voluntary Code of Conduct. During 2019 Fair Transport will be upgraded to a higher standard.



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



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



What happened during 2018 at FoodTankers?



17 new Eco-friendlier trucks

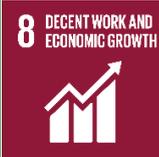
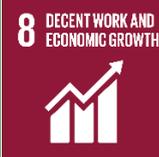
Stakeholder meeting on Fossil-free fuel in May 2018. From the left: Anders Söderström, AAK, Johan Evertsson, FoodTankers, Mats Petersson, FoodTankers, Peter Svensson, SÅ, Henrik Ny, BTH, Tove Winiger, SÅ, Magnus Gärdebring, (M) Karlshamn, Stina Apel, NetPort, Carina Centrén, Svenskt Näringsliv, Helene Thörnlund, Oatly, Tomas Petterson, FoodTankers, Anders Åkesson (C) The Parliament, Patrik Stavne and Marcus Hjort, Circle-K.

Our sustainability strategy

Supporting Agenda 2030 and the Sustainable Development Goals

The United Nations Agenda 2030 defines the global challenges for our planet that must be solved until 2030. Among the 17 Sustainable Development Goals, FoodTankers supports at least 5 of them: 3, 5, 6, 8 and 13. 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.

FOCUS AREA	COMMITMENTS	UN GLOBAL GOALS		READ MORE
To work for a sustainable transport chain from order to unloading	To improve our working conditions			Page 13-14, 16
	Work with responsible subcontractors			Page 13-14, 16
Gender Equality	To work for an equal work place.			Page 2, 13-14
Reduce water consumption	To improve efficiency and reduce our water consumption			Page 11
Develop sustainable transports	To minimize our emissions to air, water and ground			Page 9-12

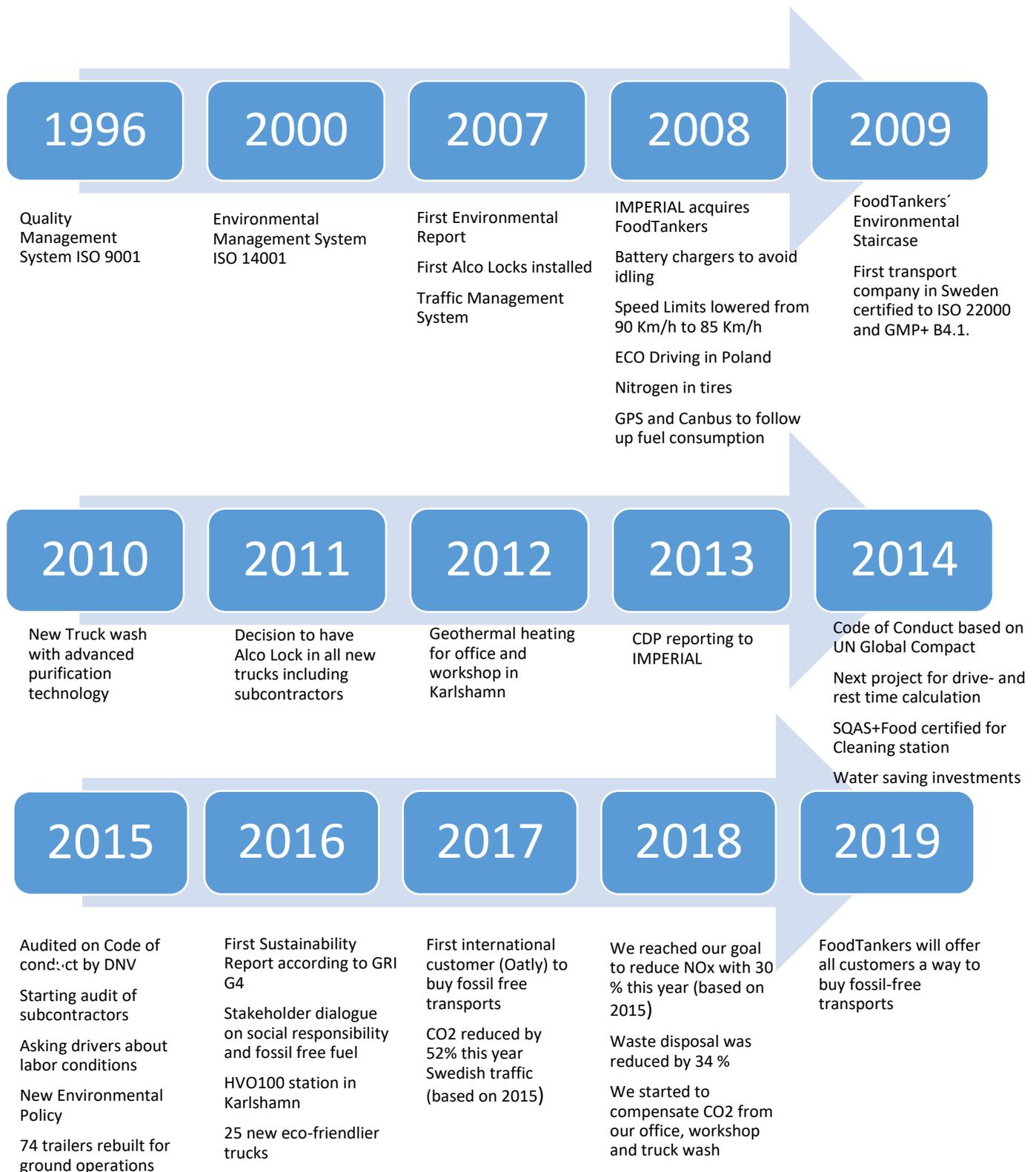


A part of FoodTankers team showing the five Sustainable Development Goals that the company has committed to.

GRI Content Index

GRI Standards (2016)			
Disclosures	Description	Page	Comments and omissions
ORGANIZATIONAL PROFILE			
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102-2	Activities, brands, products and service.	5	
102-3	Location of headquarters.	5	
102-4	Locations of operations.	5	
102-5	Ownership and legal form.	5	
102-6	Markets of operations.	5	
102-7	Scale of the organization.	5	
102-8	Information on employees and other workers.	5,13	
102-9	Supply chain.	5,13	
102-10	Significant changes to the organization and its supply chain.	5	
102-11	Precautionary Principle or approach.	5	
102-12	External initiatives.	5,16	e.g. Fair Transport
102-13	Memberships of associations.	5,16	e.g. NetPort Science Park
STRATEGY			
102-14	Statements from CEO and other senior decision-makers.	4	
ETHICS AND INTEGRITY			
102-16	Values, principles, standards and norms for behavior.	4,8,17	Code of Conduct (p.8) Agenda 2030 and SDG (p.17)
GOVERNANCE			
102-18	Governance structure.	8	
STAKEHOLDER ENGAGEMENT			
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102-41	Collective bargaining agreements.	5	
102-42	Identifying and selecting stakeholders.	7	
102-43	Approach to stakeholder engagement.	7	
102-44	Key topics and concerns raised.	4,7,10,13	
REPORTING PRACTICE			
102-45	Entities included in the financial statements.	5	
102-46	Defining report content and topic Boundaries.	7	
102-47	List of material topics.	7	
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102-49	Changes in reporting.	7	
102-50	Reporting period.	7	
102-51	Date most recent report.	7	
102-52	Reporting cycle.	7	
102-53	Contact point for questions regarding the report.	7	
102-54	Claims of reporting in accordance with the GRI Standards.	7	
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WATER 2018			
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EMISSIONS 2018			
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305-2	Energy indirect (Scope 2) GHG emissions.	10	
305-3	Other indirect (Scope 3) GHG emissions.	10	
305-5	Reduction of GHG emissions.	10	
305-7	Nitrogen oxides (NOX), sulfur oxides (SOX) and other significant air emissions.	10	
EMPLOYMENT 2018			
103	Material Topic: Labor conditions	4,7,13,14	
403-3	Workers with high incidence or high risk of diseases related to their occupation.	13	
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SUPPLIER SOCIAL ASSESSMENT 2018			
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Milestones of CSR and Sustainability





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