



FoodTankers Sustainability Report 2020

Imperial
logistics



RECYCLING A PRE-SCHOOL

Everyone talks about a circular economy, but what does it really mean? The products we use should be designed so that they can have a new life after the first use such as buildings - why discard a well-built preschool in Norway when it could be transported to Sweden and have a second life as FoodTanker's new office?

Our office in Karlshamn has for many years been the subject to discussions: too little space, too hot in the summer, incorrect ventilation and so on. But how could we build a better office in the same place without the cost of a new building and minimize the climate footprint? The answer was RECYCLING!

We turned to Uniteam* and they found our new office in a preschool in Stavanger. In 2020, the building was transported in parts to Karlshamn, a new foundation was built and soon a new, nice office was ready for use. In addition to significantly lower construction costs, we are happy to have saved on the climate as well! We have also invested in charging posts for electric cars and are now planning for solar cells on the roof. The reuse of the building has saved approximately 175 ton CO₂e.

Transport with 9 trucks from Stavanger to Karlshamn: 7 ton CO₂e
 Subcontracts (land, electricity, plumbing, concrete): 20 ton CO₂e
No new construction (500 m²): - 202 ton CO₂e

Net savings¹: - 175 ton CO₂e



**Equals 59 family trips
Sweden-Thailand**

**Equals 230 000
truck km**



* Read more at Uniteam's site: <https://www.uniteam.com/se/foodtankers-ar-miljohjaltar/>

¹ Approximate calculations according to templates in the construction industry

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OUR SUSTAINABILITY STRATEGY and AGENDA 2030

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MILESTONES OF SUSTAINABILITY



CEO statement: CSR and Sustainability at FoodTankers

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

A year with the pandemic

Covid-19 is still affecting almost everything after a year. How has it influenced the sustainability actions linked to us? All of a sudden, sustainability was not on top of the agenda anymore but still important. We are still eating so it has had no effect on our transport volumes, and emission focus is still as important as before.

With almost no business trips and more working from home, we have all done a 10 year digital transformation in a few months.

More customers to buy fossil-free transports

In 2020 we saw a small shift among our customers in directions to fossil-free transports. Some of our larger domestic Swedish customers made the switch to HVO-fuel. We also decided that all our small customers' transports will be done fossil-free starting in January 2021. Still most transports are performed with the "local" fuel mix: In Sweden 42% of the diesel content is fossil-free but in Germany only 7%. To achieve fossil-free transports for selected customers we use a mass balance concept.

Uncertainty about biofuels in the future

We do not know for how long we can continue to use fossil-free fuel like HVO and RME in the way we use it today, since EU and the suggested Taxonomi regulation might not favour bioenergy.

Our strategy is to use the best practical available source of energy from a climate perspective which our customers are willing to pay for.

Short term that means fossil free diesel, medium term we will add gas trucks using LBG (promised by EU to be tax-free until 2030). Long term, hydroelectric looks promising for our kind of long-term transports. Eventually pure electrical trucks could be possible to use for dedicated shorter transports.

Social impact with the EU Mobility package

The consequences of the regulation of posting of drivers (from Feb 2022) will have big social impact since the minimum legal salaries in the different EU-member states will apply for international transports. Bi-lateral transports will not be affected, and local regulations apply. For example, Polish salaries can be used for a transport from Poland to Sweden. The big change and challenge will be the 3rd country and cabotage transports. A transport from Germany to Sweden with a Polish driver will be paid according to German salaries in Germany and Swedish in Sweden. A cabotage transport in Sweden must at a minimum comply with the Swedish salary level.

This new regulation will – given that the appeal loses - cause big changes in how transports will be organised in the future provided that the control functions will work. In my opinion this is fair and hopefully will change the market for both drivers and companies in the right direction.

Competition should be based upon adding value and not just achieving lowest price by applying lowest salaries.

I really hope EU will rethink their thoughts about bioenergy. Except for that I see a growing interest almost everywhere to be more and more sustainable.



Karlshamn in April 2021

Tomas Petterson
CEO FoodTankers

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 has also been handling 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 98 trucks and 110 trailers and through IMPERIAL we gain access to over 400 trucks and 800 tank trailers.

Employees at FoodTankers:

Sweden: Total 77. FTE 54 (59M,5F), PTE 13 (13M)

Poland: Total 43. FTE 43 (41M,2F)

Hungary: Total 33. FTE 30 (20M,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

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

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.

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.

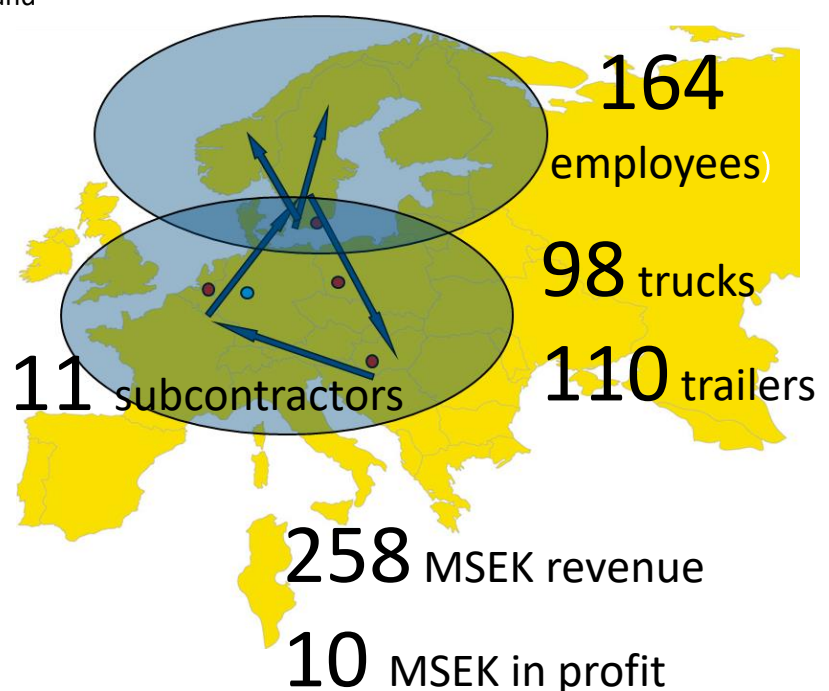
Among our 164 employees 95 are drivers but only one of the drivers is a woman. We would like to welcome more female drivers into our operations. 100 % of the Swedish employees are covered by collective bargaining agreements.

FoodTankers' revenue (Jul 2019-Jun 2020) was 258 million SEK with a 10 million SEK profit. Our total assets were 144 million SEK with 68 million SEK in depths. We have the highest credit worthiness AAA.



Foodtankers AB

Org.nr 556291-6071
Högsta kreditvärdighet
sedan 2013



FoodTankers is owned by Imperial Logistics.

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

Sustainability Reports (Integrated reporting): <https://www.imperiallogistics.com/integrated-reporting.php>

A part of IMPERIAL



Key facts

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.

- African and European focused provider of market access and logistics solutions
- Focus on five key industries
 - healthcare
 - consumer
 - automotive
 - chemicals
 - industrial and commodities
- Listed on the JSE in South Africa
- Ranked among the top 30 global logistics providers
- Take our clients' products to some of the fastest growing and most challenging markets in the world
- Employ over 25 000 people in 26 countries
- Annual revenue of ZAR46.4bn (USD2.96bn) EBITDA of ZAR4.1bn (USD262m)
- Provide access to quality medical products, consumer goods and other products and services
- Support and invest in our countries and communities of operation - integrating ESG into daily business practices
- Seek out and leverage technology to deliver innovative, integrated, end-to-end solutions

About this report

This is FoodTanker's sustainability report for 2020. It reflects our operations January 1 - December 31, 2020 in addition to the financial figures that reflect the financial year July 1, 2019 - June 30, 2020. The previous report covered 2019. With this report, we strive to be transparent with our risk management and our CSR and sustainability work that covers all our businesses and subcontractors.

Material aspects

Global warming and strategies to compensate for carbon dioxide emissions are two of the most common issues during the 2000s. It is said that climate change is one of the biggest global megatrends affecting society, markets and companies and is the biggest challenge of our time.

The EU aims to achieve zero greenhouse gas emissions and climate neutrality by 2050.

For the 2°C scenario (where the effects of climate change are expected to be manageable), carbon dioxide emissions must be reduced by almost 20 % by 2030 and 60 % by 2050 compared to 2015.

FoodTankers' two material aspects are emissions and labour practices. through the years by understanding our impact on people and environment, in dialogue with our customers, employees and different organizations.

Our work for a better environment

We want to reduce our environmental impact by offering sustainable transports. The concept of sustainability rests on three pillars. It must be economically, socially and environmentally sustainable.

Our most significant environmental aspect and challenge is greenhouse gas emissions and this is also where

we have our most important environmental goals. FoodTanker's goal is, as our CEO also writes, to switch to fossil-free transport together with our customers as soon as possible. We already have a number of customers who make demand on fossil-free transport, however, we will impose a biofuel supplement in 2021 on a number of customers. We ourselves do not have the opportunity to take the entire cost increase, but we are willing to share the costs with our customers.

Our goal is that 40 % of domestic sales should be HVO transports by 2023. To succeed with the goal, however, it is required that our large customers choose to buy sustainable transports which our sales department puts a lot of focus on. **In 2020, 61% of all used fuel for the Swedish operations was a biofuel HVO or RME.**

Another important aspect is to drive fuel-efficiently, or EcoDriving as it is also called. Through a smarter driving style, we emit less carbon dioxide and also create a safer traffic situation on our roads. Since 2019, we have had an employee who trains our drivers in EcoDriving.

Our social work

One of the other pillars of sustainability work is the Social Aspects. Our focus is on working methods and respectable work. FoodTankers, a European transport company, works in several countries with large differences in welfare

systems and wages. We work hard to ensure our employees' working conditions, health and safety.

Stakeholder dialogue

We have a continuous dialogue with our customers regarding compliance and CSR. We also review our subcontractors that we communicate in this report. To collect the votes from the drivers themselves, we have also initiated a survey on working conditions, which is answered anonymously. We participate in the NetPort Science Park Energy Cluster to learn more about renewable energy and energy saving and we also share our experience through various international project groups. We also regularly engage MEPs and local politicians in the dialogue on CSR and sustainability in 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.

Corrections 2019

We have discovered no errors in our Sustainability Report 2019:

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:

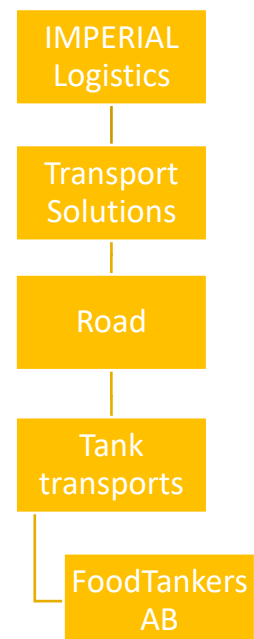
- Respect human rights
- Pay the salaries in due time and according to existing laws and regulations
- No use of forced labor
- Respect drive- and rest periods according to EU legislation
- Stand up against discrimination
- Allow associations and collective bargaining
- Inform on changes in due time
- 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

During 2020 we have made an update to our Code of Conduct and it will be communicated to our subcontractors. We have also started a process to update our Traffic Safety policy with the ambitions to create a management system for Road Safety.

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. Due to covid-19 we had no possibility to do repetition education during 2020. Instead a letter with 5 focus points was sent out to the drivers.

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



Certificates

FoodTankers is certified to ISO 14001 (Environment management system), ISO 50001 (Energy management), ISO 22000 (Food Safety), GMP+B4 (Feed Safety), SQAS and EFTCO Food (Tank Cleaning Stations). We also take guidance from ISO 26000 in our CSR ambitions.



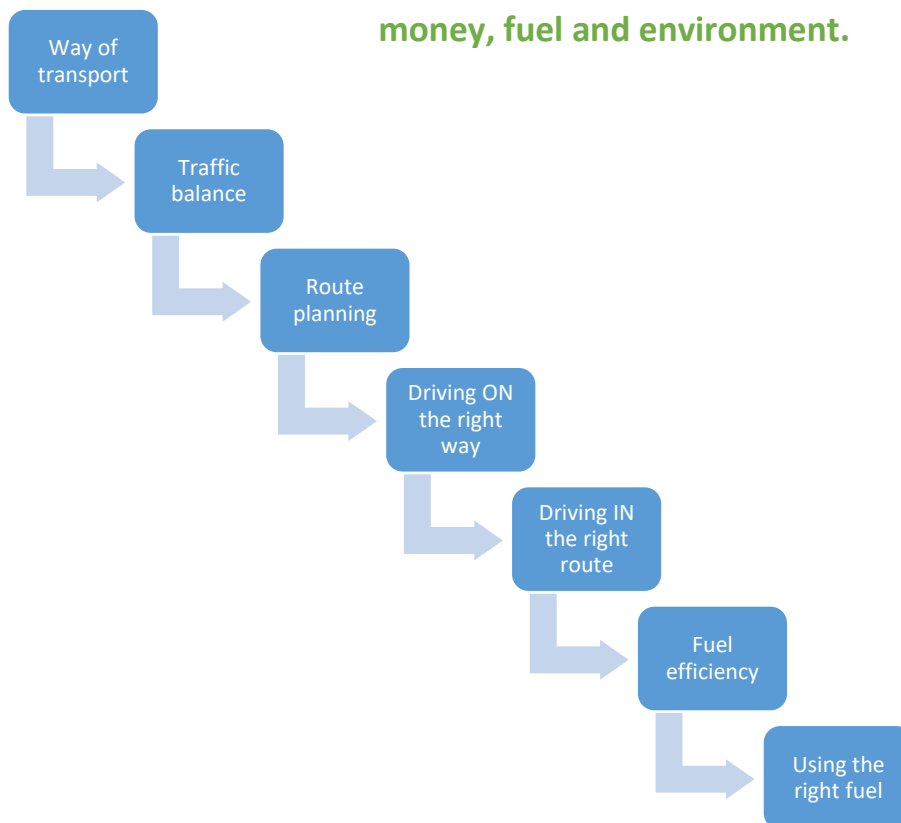
Environment

“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.



ECO scoring

FoodTankers have been working with Eco Driving since long. This year we have taken Eco Driving to a new level with the help of ECO scoring – a tool from TX-ECO that helps us to measure each individual driver’s behaviour and driving skills. FoodTankers has chosen to focus on two factors in particular, the use of cruise control and panic braking. With this tool, we get a good picture of the driver’s driving behavior and how good it is. We also have a staff that helps and analyzes the values and educate drivers to improve driving behavior

TX-ECO



Emissions

We decreased our Climate emissions in total, per driven km and by revenue.

Thanks to an increasing willingness from our customers to buy more fossil-free transports and also to our drivers' Eco Driving we can show less CO₂ emissions from trucks by 9 %. We have also decreased CO₂ tons per revenue by 13 %.

Driven kilometers 2020 compared to 2019: - 6 %

CO₂ gram per driven kilometer 2020: 728 (750) - 3 %

Direct GHG Swedish Traffic 510 (580) g/km

Emissions from FoodTankers' Swedish trucks: 510 (580) g/km

Direct GHG 7482 (8254) tons – decreased by 9 %

Emissions from FoodTankers' own trucks: 4462 (4841) tons

Emissions from subcontractors' trucks: 3020 (3413) tons

Energy indirect GHG 12,1 (11,3) 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: 12,1 tons

Other indirect GHG 537 (744) tons

Business travel by car: 0,7 (8,2) tons

Business travel by plane: 0,2 (12,6) tons

Travel to work* (Karlshamn office): 32 tons

* NEW: Staff inquiry shows 83 % travel by car, 11 % by cycling and the rest mix car/cycling/walking

Using external tank cleaning stations: 218 (234) tons

Emissions from sold transports 64 (242) tons

NOTE: No CO₂ from ferry transports are reported due to lack of information.

Emissions NO_x 9,4 (12,3) tons

Emissions from FoodTankers' own trucks: 3,5 (6,2) tons

Emissions from subcontractors' trucks: 5,9 (6,1) 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 100 % of Euro class 5 and 6.

We do not measure SO_x since EU diesel is sulfur free today.

Emission Goals

CO₂ in Swedish traffic: 90 % fossil free 2020 (2020: 61 %)

NO_x for Own trucks: Reduce NO_x emissions by 35% until 2019 base year 2015.

The goal was reached by 58 % during 2019

Total CO₂ emissions direct and indirect

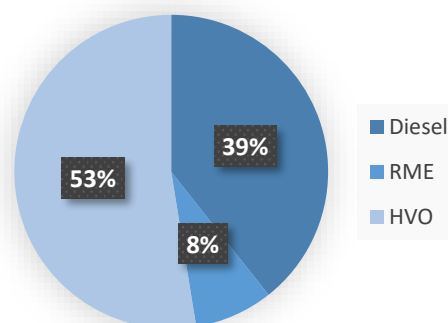
8031 tons (9010) – 11 %

by revenue 31,2 ton per MSEK (35,9) – 13 %

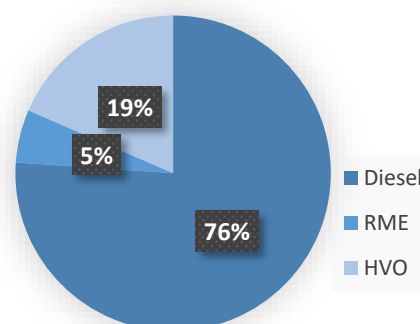
Average fuel consumption varies depending on type of transports (0,290-0,380 liters/km)

61 % fossil free

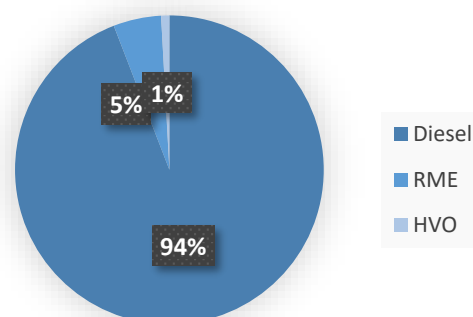
Own trucks, Swedish Traffic



Nordic Traffic except Sweden



International Traffic



Energy and Water

Energy: 36842 (41444) MWh – 12 %

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: 36842 MWh whereof:

Direct transport with trucks: 33972 (38367) MWh

Cleaning stations² 269 (226) MWh

District heating 2265 (2525) MWh

Office, workshop and truck wash 336 (325) MWh

Electricity used: 605 (551) MWh whereof 84 % is renewable³

Steam 359 (157) tons (included in district heating)

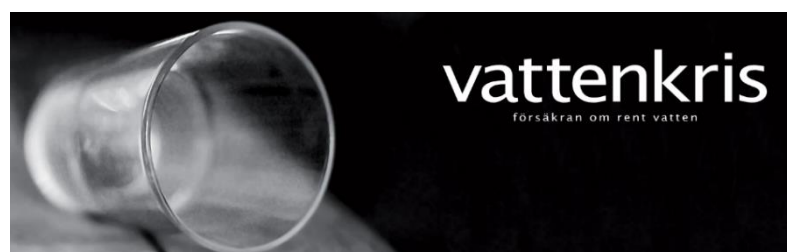
Water: 21570 (26734) m³ – 19 %

Water reduction goal: We aimed to reduce water by 10 % from the level of 2015 until end of 2017 which we reached then. For 2019 the reduction landed on 26 % reduction from level of 2015.

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.

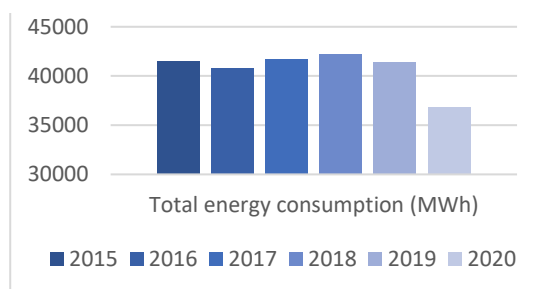
FoodTankers has agreements with several municipalities in Sweden to deliver drinking water in case of draught or accidents. Read more about our water services at vattenkris.se. Some of the water delivered is taken from our own sources and was earlier reported as our own water consumption. From this report we exclude water services from own 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.



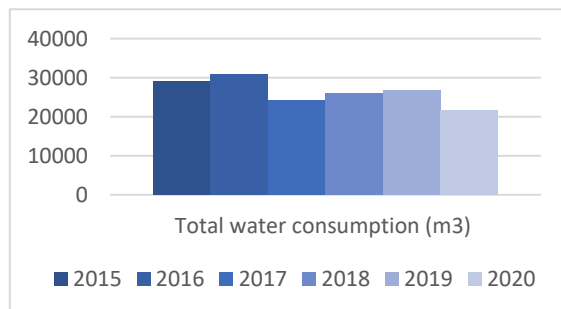
12 % decreased

TOTAL ENERGY CONSUMPTION



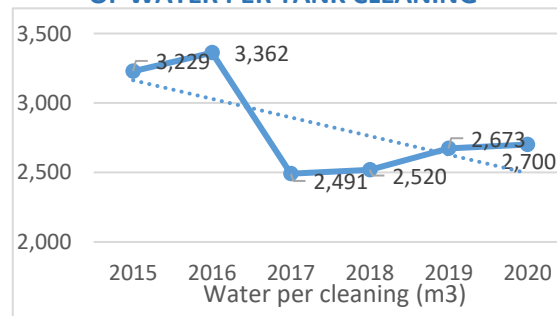
19 % decreased

WATER CONSUMPTION



1 % increased

OF WATER PER TANK CLEANING



In 2020, FoodTankers helped two municipalities and one company with water transport through our service vattenkris.se

² Cleaning station in Karlshamn only

³ Cleaning station in Karlshamn uses 50 % electricity from renewable sources, steam is produced with 84 % electricity from renewable sources

Waste

Through material recycling, the raw materials can live on in new products and create a recycling that is beneficial. Material recycling includes waste fractions such as corrugated cardboard, plastic, glass and metal that is treated and recycled into new products. Our ambition is to recycle as much as possible. Non-recycled waste consists mainly of hazardous waste from external washing which mainly consists of sludge and gravel from washing gutters.

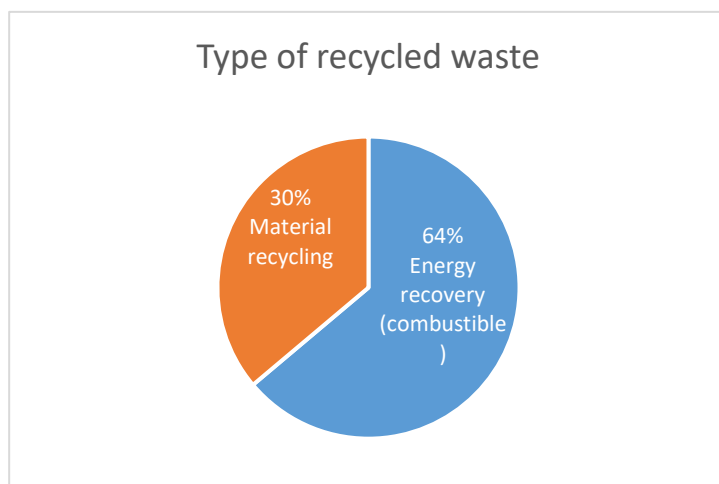
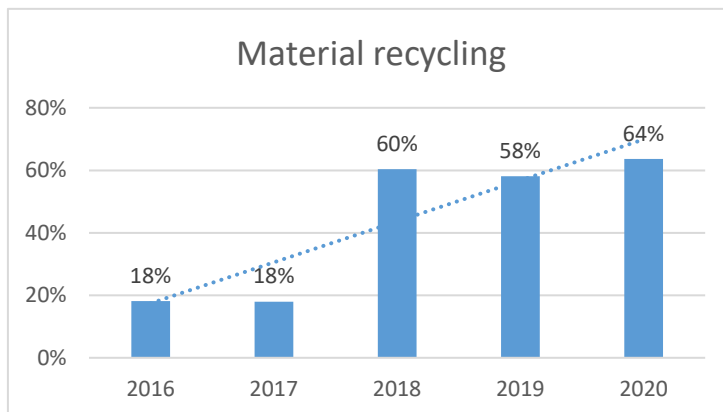
We have declared Waste as one of our Environmental aspects. Waste from our office, kitchen and workshop is separated at source.

Wastewater 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 2020.

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 24377 m3 of water during 2020. By working actively to reduce the amount of used water we will also decrease our disposal of water.

During 2020, we disposed 75,9 tons of waste that was collected, sorted and recycled by an external partner. In total, we increased waste with 35 % compared with 2019. The increase depends on more sortable waste due to construction of new office building. Most of the dangerous waste, 87%, comes from the outside truck wash.



Waste in tons	2020	2019
Recycled paper	0,56	0,78
Dangerous waste	22,79	19,99
Flammable waste	4,8	0,60
Sortable waste	30,46	13,37
Electronic waste	3,4	0,25
Metal	10,84	10,86
Glass	1,68	1,62
Cardboard	1,34	1,29
Wood	0	0,4
Total waste	75,86	49,2



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. Two serious accidents occurred in 2020, one road accident and one working accident with long sick leave and recovery.

	2020	2019	2018	2017
Tot. Amount Employees	164	153	151	161
Where of PL	43	44	43	50
Where of HU	33	31	29	31
Full time employees	130	139	134	141
Proportion female (%)	7	6	10	8
Proportion female drivers (%)	1	1	1	1
Sick leave (%)	2,2	2,3	1,9	2,1
Sick leave SE	2,6	2,1	1,9	2,1
Sick leave PL	1,9	3,0	2,6	2,3
Sick leave HU	1,8	1,7	0,4	1,5

Among our 164 employees 95 are drivers. In Karlshamn there are 42 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. In 2020, an increased health check was carried out on staff over the age of 55, on both blue and white color. 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.

During 2020 we have started a process to implement a new management system for Road safety.

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. one subcontractor were audited in 2020. 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.

one subcontractor were audited in 2020 with good results.

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. No incidents concerning racism, discrimination or harassment has been reported in 2020. There is one ongoing case since 2017 in court in Poland, where a former employed driver is accusing FoodTankers for withholding compensation for allowances. The court has decided in FoodTankers favor and the driver's appeal has been rejected. There is still a demand for cassation from the driver and we now await the decision.

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 2020 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 2020.

Compliance

The Swedish Transport Agency carried out inspections of driving and rest periods in 2020. During the inspection, no deviations were identified on our drivers, however, our workshop and terminal staff had made some mistakes. This case is ongoing and appealed to the administrative court. FoodTankers has a process where all drivers and planners are checked, informed and reminded to report any deviations as soon as possible to avoid violations. Since the audit, we have also included the workshop and terminal operations in this control process.

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



Product Responsibility

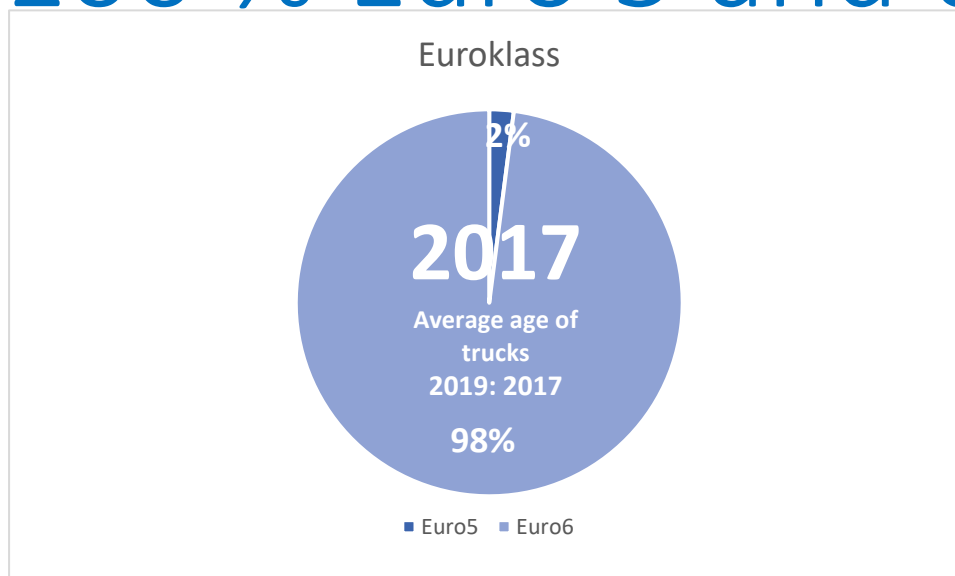
Since FoodTankers does not sell any products at all or has any direct consumer responsibility we do not report this aspect.

10 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 2020 we updated our fleet with 10 new trucks, all with Euro 6 engines. We only order trucks that are compatible with fuels like RME and HVO.



100 % Euro 5 and 6



Fair Transport

FoodTankers is a member of The Swedish Association of Road Transport Companies and is committed to their voluntary Code of Conduct **Fair Transport** which v

ROAD SAFETY

- We respect regulations and speed limits
- We respect drive- and rest time
- We follow up deviations
- We practice and follow up our road safety policy
- All our trucks are equipped with alco locks



A GOOD COMPANY

- We provide safe employment and good working conditions
- We comply with rules and regulations
- We have a systematic work environment
- We have permissions, knowledge and the experience it takes
- We have a Code of Conduct which we follow up
- Collective agreement or similar is obvious to us

ENVIRONMENT AND CLIMATE RESPONSIBILITY

- We follow our plans for quality and environment
- We are trained in Eco driving
- We work with customers towards fossil free transports
- We have tools to calculate environmental impact
- We report our impact and climate compensate for indirect emissions



OPEN TRANSPARENT DATA - TRUE SUSTAINABLE TRANSPORTS

Read more about Fair Transport:
www.fairtransport.se

What happened 2020 at FoodTankers?

Since 2018, our indirect emissions have been climate-compensated via ZeroMission through sponsorship of climate projects.

In 2020, we chose a forest project in Indonesia whose purpose is to preserve forests. The forest is threatened by deforestation due to the demand for arable land. We also selected a water project in Uganda, the Clean drinking water project for Schools and Households. The climate compensation takes the form of less deforestation. Consumption of wood to use for firewood in homes is one of the biggest causes of deforestation in Uganda, where over 40% of households boil their water before use.



RECYCLING AT IT'S FINEST

We transformed a used building from Norway into our new and modern office in Karlshamn! Read more on page 2!




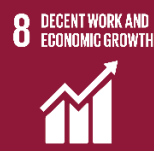





Our sustainability strategy

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 2, 13-14, 16
	To work with responsible subcontractors			Page 13-14, 16
Gender Equality	To work for an equal workplace.			Page 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 2, 9-12

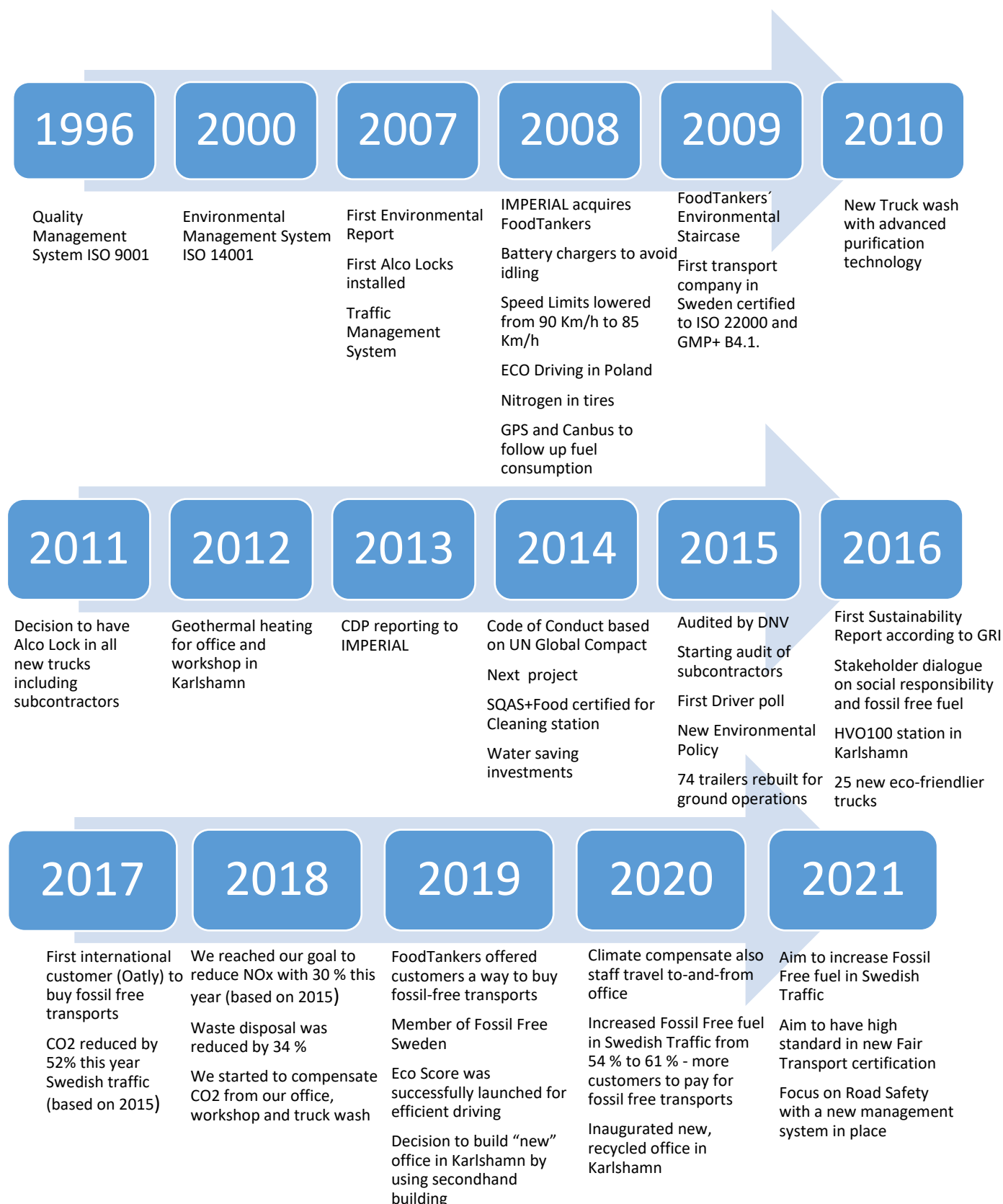


A part of FoodTankers team showing the five Sustainable Development Goals that the company has committed to.

GRI Standards (from 2016 if not anything else is noted)			
Disclosures	Description	Page	Comments and omissions
ORGANIZATIONAL PROFILE			
102-1	Name of the organization.	5	
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. Fossilfritt Sverige
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			
102-40	List of stakeholder groups.	7	
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	
102-48	Restatements of information.	7	
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	
102-55	GRI content index.	18	
ENERGY			
302-1	Energy consumption within the organization.	11	
302-4	Reduction of energy consumption.	11	
WATER			
303-1 2018	Interactions with water as a shared resource	11	NEW GRI standard
303-2 2018	Management of water discharge-related impacts	11	NEW GRI standard
303-5 2018	Water consumption	11	NEW GRI standard
EMISSIONS			
103	Material Topic: Green House Gas (GHG) Emissions	4,7,10	
305-1	Direct (Scope 1) GHG emissions.	10	
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			
103	Material Topic: Labor conditions	4,7,13,14	
403-1 2018	Occupational health and safety management system	13	NEW GRI standard
403-2 2018	Hazard identification, risk assessment, and incident investigation	13	NEW GRI standard
403-3 2018	Occupational health services	13	NEW GRI standard
403-4 2018	Worker participation, consultation, and communication on occupational health and safety	13	NEW GRI standard
403-5 2018	Worker training on occupational health and safety	13	NEW GRI standard
403-6 2018	Promotion of worker health	13	NEW GRI standard
403-7 2018	Prevention and mitigation of occupational health and safety impacts directly linked by business relationships	13	NEW GRI standard
403-10 2018	Work-related ill health.	13	NEW GRI standard
SUPPLIER SOCIAL ASSESSMENT			
414-1	New suppliers that were screened using social criteria.	13	

GRI Content Index 2020

Milestones of CSR and Sustainability





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