



FoodTankers Sustainability Report 2021

Imperial
logistics



ROAD SAFETY IN FOCUS

One of the Sustainable Development Goals (SDG) in Agenda 2030 is Good Health and Well-being. The sub-goal 3.6 urge all actors to minimize road accidents, injuries and deaths in traffic. As we started our process to develop a new Road Safety Policy in 2021, we looked at the SDG:s as well as on other peer's policies. We decide to not only put the responsibility on our drivers, but to make all parties in our company responsible. We interviewed drivers from three countries and several colleagues to see who could contribute to a better situation for our drivers, e.g., Traffic planners and our Car shop manager.

We had several workshops in order to put a new policy together where all parts of FoodTankers have responsibilities for Road Safety in different ways. The Policy has now been decided by our management and will be remitted internally before final decision during 2022. This Policy is a part of a new management system that will keep us alert on Road Safety and follow up the work better than we have done before. In due time we will publish the Policy on our website.



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OUR SUSTAINABILITY STRATEGY and AGENDA 2030

GRI INDEX

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 increased interest in the climate

2021 was a year with Covid and an increased interest in sustainability and climate actions. The year started off well then most of the customer transports being fossil free. With light pressure from us, most of our customers showed interest in reducing their climate footprint.

Higher energy prices turn the interest around

During the period January-2021 to March-2022, the diesel price has increased by over 70%.

The price increase for the fossil-free fuel HVO, which FoodTankers uses for most domestic transports, is **80%** for the same period. The larger price increase is related to increased demand, the mix of HVO in "ordinary" diesel increased at the turn of the year in Sweden by 4.5%.

Everything has its price! Unfortunately, customers have asked us to stop using HVO for their transports. Their customers, in turn, have not felt that the cost increase has justified the climate benefit.

Our wish is that the EU provides an opportunity for tax exemption of 10 years that the biogas has received.

An overlooked consequence of higher prices for natural gas is that the supply of AdBlue has decreased drastically and the price has almost tripled. AdBlue is required in modern diesel engines

to minimize emissions of nitrogen oxides. Without AdBlue, the car cannot be driven.

What are the fuels of the future?

Our strategy is to use the best practical available source of energy from a climate perspective which our customers are willing to pay for. A year ago, we thought that gas vehicles with liquefied natural or biogas gas would be the solution in the medium term. With today's prices, no one wants them. Long term, hydroelectric still looks like a promising solution for our kind of long-term transports. **To learn more, I have been involved in wind and hydro related projects over the past year.** I think there is a potential in hydroelectric trucks. The possibility to use overcapacity in wind production to produce hydrogen could be the most climate smart trucking energy alternative.

The EU Mobility package

started 2nd of February 2022. It will hopefully lead to better social conditions for all drivers. Most of the international drivers live in relatively good conditions. The mobility package provides the conditions for everyone to get well.

I believe that employment conditions in Germany will set the standard for most international drivers in the EU. More and more large and medium-sized transport

companies from the former east are now moving their operations to Germany.

With Germany as a base, the requirement for drivers to go home at least every four weeks and the trucks every eight weeks will in practice not be a problem.

At the beginning of 2021, a new position, COO, was appointed with responsibility for Foodtankers' operational activities. The purpose is to increase resource utilization and to free up time for more sustainability discussions with customers.

2022 has started uneasily with the terrible war in Ukraine, sky-high energy prices and it looks to be a very turbulent year on many fronts. No one knows what will happen tomorrow. The only way to handle the situation is to believe in your vision and to be flexible and adaptable to go in that direction.



Karlshamn in April 2022

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 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 and Hungary but no longer in Netherlands. Our head office is located in Karlshamn but owned by IMPERIAL Logistics International with HQ in Duisburg,

Employees at FoodTankers:

Sweden: Total 87. FTE 54 (49M,5F), PTE 10 (M) TEMP 23 (21 M)
 Poland: Total 43. FTE 43 (41M,2F)
 Hungary: Total 33. FTE 30 (30M,2F), PTE 1 (F)
 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)
 This report concludes all subsidiaries if not mentioned specifically.

Germany. Our fleet has 94 trucks and 110 trailers and through IMPERIAL we gain access to over 400 trucks and 800 tank trailers.

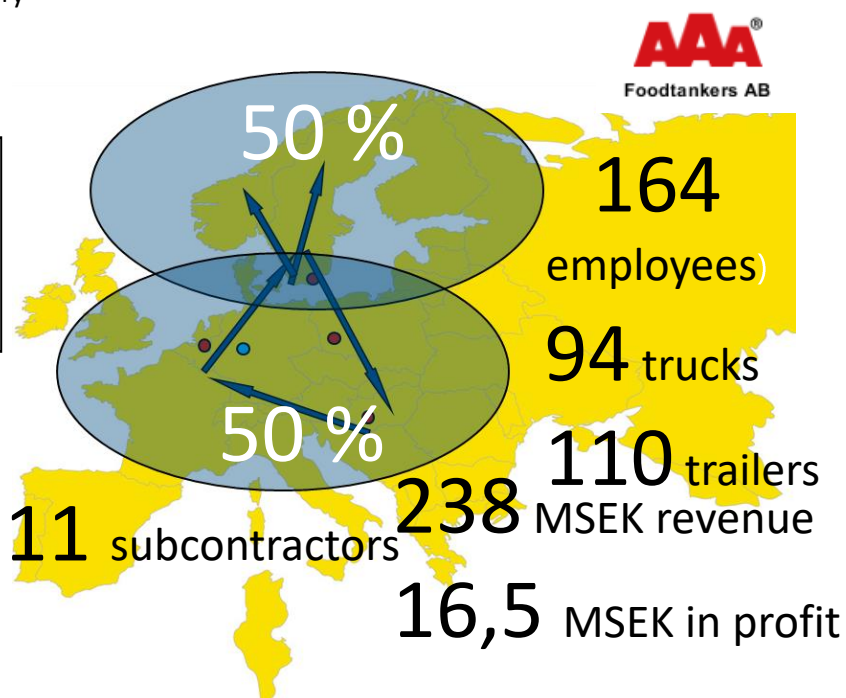
We hold certificates in ISO 14001, 50001, 22000, GMP+ B4 Transports and SQAS, EFTCO Food.

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 164 employees 91 are drivers but only two of the drivers are female. We would like to welcome more female drivers into our operations. 100 % of the Swedish employees are covered by collective bargaining agreements.

FoodTankers' revenue (July 2020-June 2021) was 238 million SEK with a 16,5 million SEK profit. Our total assets were 144 million SEK with 68 million SEK in depths. We have the highest credit worthiness AAA.



A part of IMPERIAL



“Group wide, we have identified healthcare, education, road safety, sport and skills development as our primary CSI focus areas as we believe this is where our group companies are able to make the most effective impact.”

Key facts

- 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

FoodTankers is owned by Imperial Logistics International GmbH.

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

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

About this report

This is FoodTanker's sustainability report for 2021. It reflects our operations January 1 - December 31, 2021, in addition to the financial figures that reflect the financial year July 1, 2020 - June 30, 2021. The previous report covered 2020. 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.

The Climate 2021

The last 5 years have been the hottest ever. In 2021, record-breaking heat waves swept across North America, the Nordic countries and the Middle East. CO2 emissions decreased in 2020 due to shutdowns, but they must be reduced by 7.6% each year to limit global warming to 1.5oC according to the Paris Agreement target. Representatives from around 200 countries met in November in Glasgow for Cop26.

A new updated climate agreement was hammered out through the "Glasgow Climate Pact" in the agreement, which included a writing on the phasing out of certain coal power and fossil fuels. They also managed to close the last gaps in the Paris Agreement's rulebook which deals with emissions trading. Rich countries are also called upon to double their support for climate change in poorer countries. Although some letters in the COP26 document have been criticized for being too watered down, the agreement is considered, albeit barely, sufficient to achieve the objectives of the Paris Agreement.

Material aspects – GHG emissions

At the end of 2020, FoodTankers sent a letter to customers in which we explained our intention to run their transports with fossil-free fuel and that you could return if you were not interested in this. All customers accepted, which makes us proud.

This resulted in a reduction of 356

tons of Co2 in 2021. 86 % of all fuel refueled in the Swedish operations is a biofuel (HVO, RME). Unfortunately, there is still uncertainty about biofuels. Without the tax exemption, HVO, RME would cost an additional SEK 5 at the pump. The tax exemption is extended by one year at a time and will also apply for 2022, after that we do not know.

Material aspects – Labor practices

At the end of 2021, we launched our **e-learning platform**. The staff is assigned a web training which ends with a test. Difficulties for companies with traveling staff are to succeed in gathering staff and conducting on-site training. In addition, we have staff with different nationalities and the educations are translated into several languages, which is also an advantage of web education. Focus for the web training has been basic hygiene for food workers but we will also develop training for food and feed defense

Our **road safety work** is constantly ongoing, and the work progressed with the development of a new road safety policy in 2021. Several workshops were conducted, and several drivers were also interviewed about road safety.

Risk management

There are risks in all jobs and in all workplaces. What is important is that you know the risks that exist and that you work with preventive measures on the risks you have identified. It is important to us that our employees

have a safe working environment and do not risk their health. Our type of business is special as we perform work for our customers where FoodTankers does not have transparency. Here, our driver has an important role and report risks you see which are then fed back to the customer.

Stakeholders

Our stakeholders' interests are vital to us. With our customers, owners, colleagues and suppliers we do have a continuous dialogue. Due to the pandemic, we have not conducted any seminars with parliamentarians, local politicians and industry colleagues during 2021. Our ambition is to continue these gatherings regarding important issues like fossil free fuels, labor conditions etc.

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.



Johan Evertsson

Quality and Sustainability Manager

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Corrections 2020

We have discovered no errors in our Sustainability Report for 2020.

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:

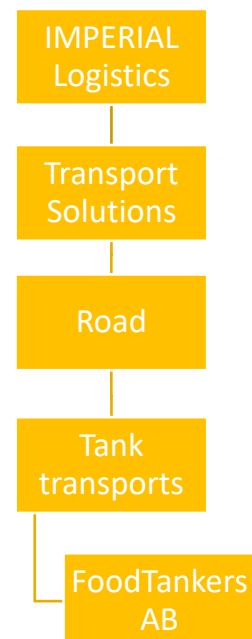
- Respect human rights
- Pay the salaries in due time and according to existing laws and regulations
- No use of forced labor
- Respect drive- and rest periods according to EU legislation
- Stand up against discrimination
- Allow associations and collective bargaining
- Inform on changes in due time
- 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 2021 we have communicated our updated Code of Conduct 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 and Drug 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. Our new e-learning platform will help us to produce training not only in hygiene but also in sustainability policies.

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



Certificates

FoodTankers is certified to ISO 14001 (Environment management system) which was revised and approved 2021, 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.



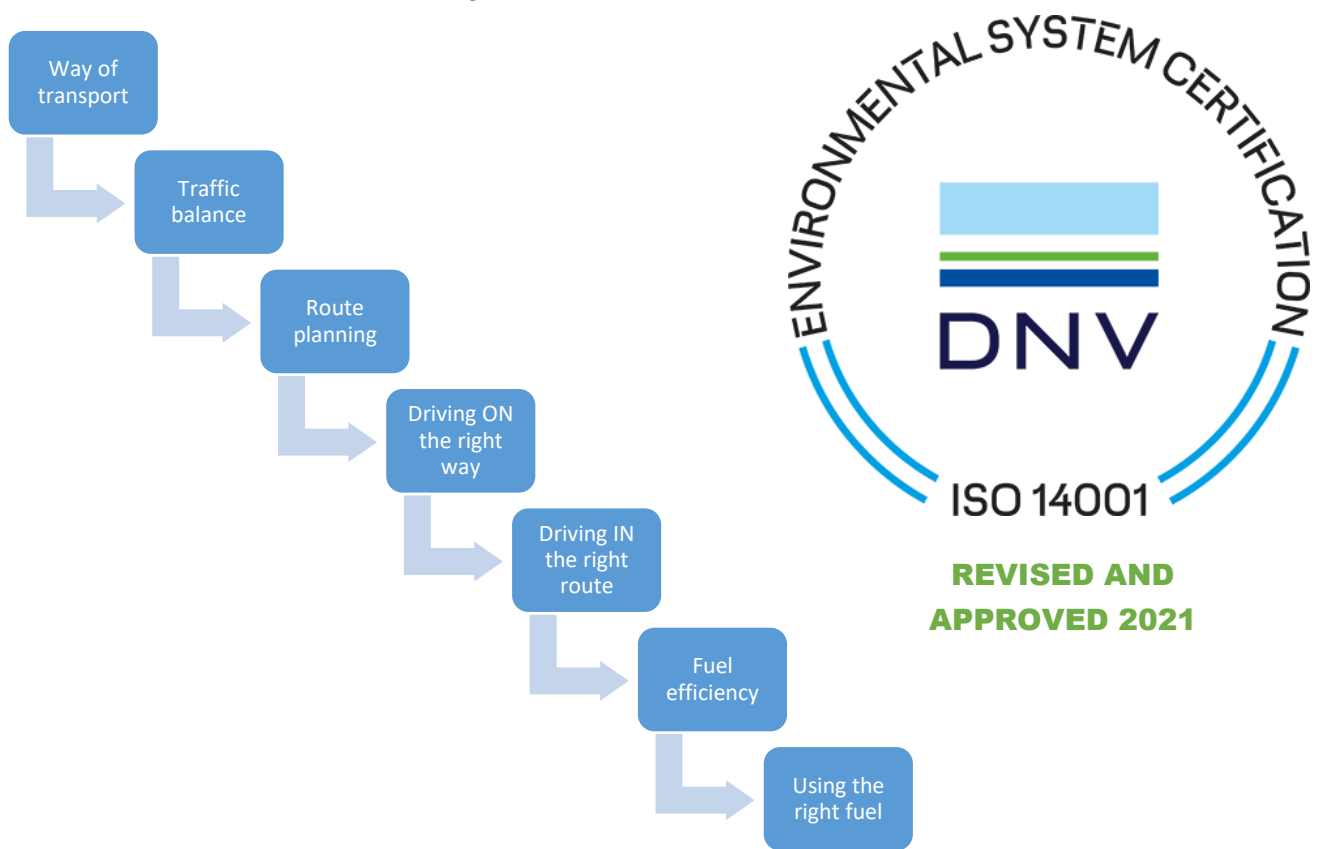
Environment

“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. We are using *ECO scoring* – a tool from TX-ECO that helps us to measure each individual driver’s behavior 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 but increased 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 Swedish trucks by -41 %, from all our trucks by -4 % and from subcontractors' trucks by -3 %. We have increased CO₂ tons per revenue by 6 % due to more sold transports.

Driven kilometers 2021 compared to 2020: + 5 %

CO₂ gram per driven kilometer 2021: 658 (728) - 11 %

Direct GHG Swedish Traffic 250 (510) g/km - 41 %

Emissions from FoodTankers' Swedish trucks: 250 (510) g/km

Direct GHG 7247 (7482) tons – decreased by 3 %

Emissions from FoodTankers' own trucks: 4275 (4462) tons

Emissions from subcontractors' trucks: 2972 (3020) tons

Energy indirect GHG 13 (12,1) 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: 13 tons

Other indirect GHG 612 (537) tons

Business travel by car: 0,11 (0,7) tons

Business travel by plane: 0,455 (0,2) 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: 238 (218) tons

Emissions from sold transports 133 (64) tons

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

Emissions NO_x 3,1 (9,4) tons

Emissions from FoodTankers' own trucks: 1,8 (3,5) tons

Emissions from subcontractors' trucks: 1,2 (5,9) 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 6.

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

Emission Goals

CO₂ in Swedish traffic: 90 % fossil free 2020 (2021: 86 %)

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

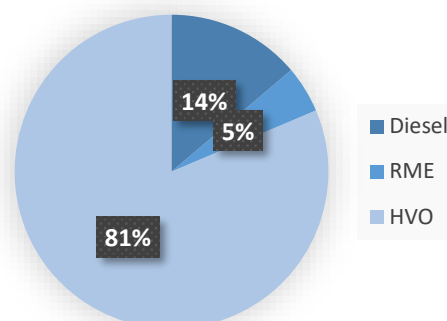
7872 tons (8031) – 2 %

by revenue 33,1 ton per MSEK (31,2) + 6 %

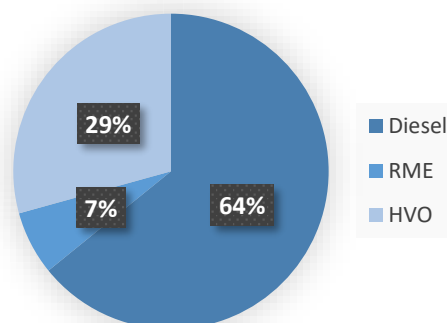
Average fuel consumption varies depending on type of transports (0,290-0,380 liters/km)

86 % fossil free

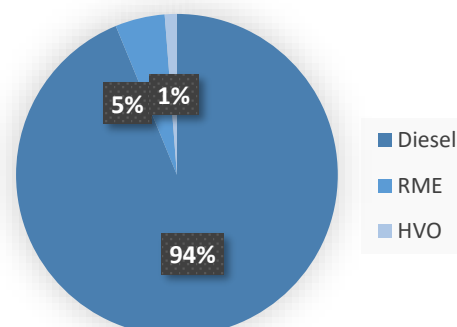
Own trucks, Swedish Traffic



Nordic Traffic except Sweden



International Traffic



Energy and Water

Energy: 36949 (36842) MWh + 0,3 %

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: 36949 MWh whereof:

Direct transport with trucks: 34167 (33972) MWh

Cleaning stations¹ 271 (269) MWh

District heating 2132 (2265) MWh

Office, workshop and truck wash 379 (336) MWh

Electricity used: 650 (605) MWh whereof 84 % is renewable²

Steam 120 (359) tons (included in district heating)

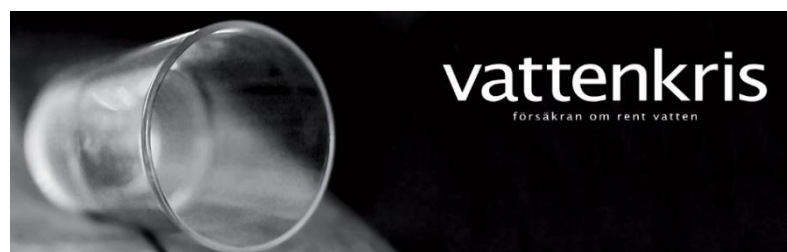
Water: 22921 (24377) m³ – 6 %

Water reduction goal: We aimed to reduce water by 10 % from the level of 2015 until end of 2017 which we reached then. For 2021 the reduction landed on 20 % reduction from level of 2015.

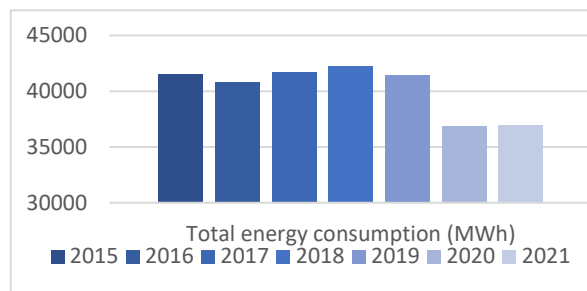
The United Nations and WHO estimated in 2015 that more than 650 million people did not have access to clean water. Global warming may also contribute to shortage of water. We should not take water for granted and it is important to reduce water consumption even here in Sweden.

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. This service was not used during 2021. 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.

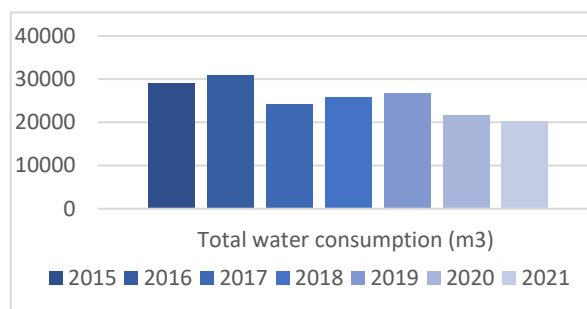
Saving water is also an environmental goal for us since we are using lots of water to clean the tanks and to wash our trucks. We have invested in our cleaning station in Karlshamn to optimize the use of water. Our car wash is a modern facility where we have installed high pressure hoses to minimize water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



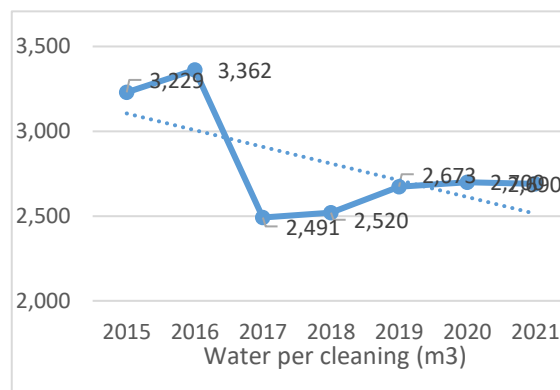
0,3 % increased TOTAL ENERGY CONSUMPTION



6 % decreased WATER CONSUMPTION



1 % increased OF WATER PER TANK CLEANING



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

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.

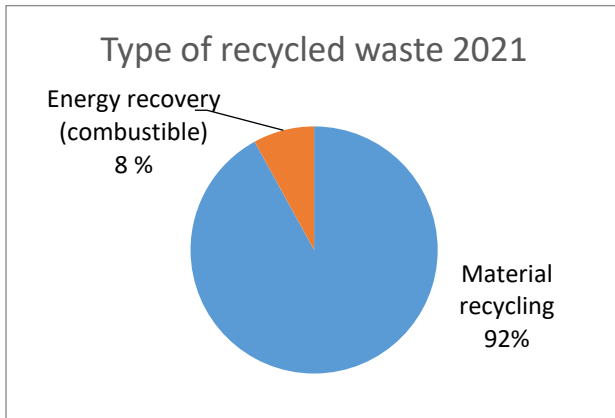
We have declared Waste as one of our Environmental aspects. Waste from our office, kitchen and workshop is separated at source.

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.

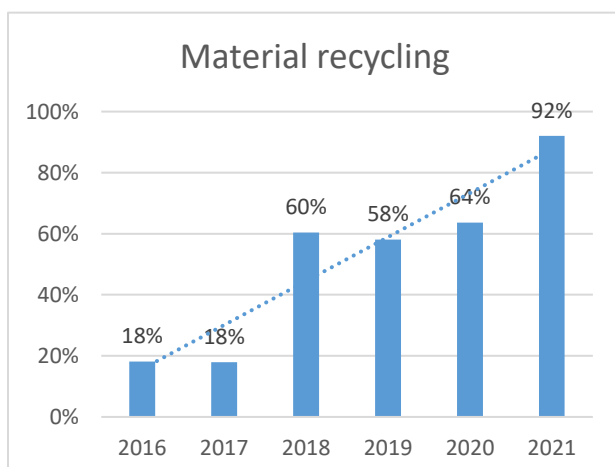
Our truck wash is equipped with a modern treatment plant that takes care of disposals before the water reaches the municipal sewage plant.

In Karlshamn we used 22921 m3 of water during 2021. By working actively to reduce the amount of used water we will also decrease our disposal of water.

During 2021, we disposed 77,6 tons of waste that was collected, sorted and recycled by an external partner. In total, we increased waste with 2 % compared with 2020. Most of the dangerous waste comes from the workshop and consist of oil sludge from oil separators. This oil sludge is taken care of, and the oil is separated from the sludge and recycled.



Waste in tons	2021	2020	2019
Recycled paper	0,2	0,56	0,78
Dangerous waste	38,6	22,79	19,99
Flammable waste	6,1	4,8	0,60
Sortable waste	7,8	30,46	13,37
Electronic waste	0,6	3,4	0,25
Metal	20,4	10,84	10,86
Glass	1,0	1,68	1,62
Cardboard	0,6	1,34	1,29
Wood	2,3	0	0,4
Total waste	77,6	75,8	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. No serious accidents occurred in 2021.

Among our 164 employees 91 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 two female drivers. 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 2021, an increased health check was carried out on staff over the age of 40, 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.

Sick leave increased in Sweden in 2021 mostly due to Covid-19 and the fact that staff were forced to sit in quarantine.

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

During 2021 we have started a process to implement a new management system for Road safety this work continued in 2021 and plan is to have it implemented late 2022.

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.



One subcontractor was audited in 2021 with good results.

All subcontractors have been inquired on Code of Conduct. One subcontractor was audited in 2021. 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.

	2021	2020	2019	2018
Tot. Amount Employees	164	164	153	151
Where of PL	51	43	44	43
Where of HU	34	33	31	29
Full time employees	131	130	139	134
Proportion female (%)	8,5	7	6	10
Proportion female drivers (%)	2	1	1	1
Sick leave (%)	4,3	2,2	2,3	1,9
Sick leave SE	6,7	2,6	2,1	1,9
Sick leave PL	3,3	1,9	3,0	2,6
Sick leave HU	2,0	1,8	1,7	0,4

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 2021. The court cases in Poland, which we have described in previous report, are now closed.

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 2021 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 2021.

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

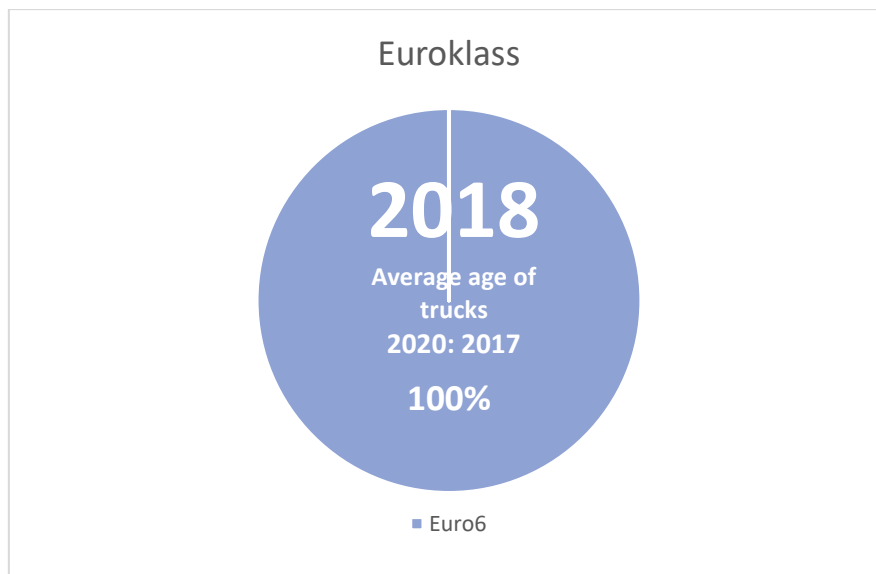
Since FoodTankers does not sell any products at all or has any direct consumer responsibility we do not report this aspect.

4 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 2021 we updated our fleet with 4 new trucks, all with Euro 6 engines. We only order trucks that are compatible with fuels like RME and HVO.



100 % Euro 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 was upgraded 2021.

WELCOME TO FAIR TRANSPORT

Road freight transport is integral to trade, communities and business. According to all prognoses, demand for transports is expected to rise continuously. At the same time, attention to the external effects of transports is increasing – emissions effect the environment and the global climate, and companies operating on the road have a great responsibility for road safety. In addition, road haulage companies in Sweden employ some 150 000 people and thus have a social responsibility. A prerequisite for sustainable transformation is also long term financial sustainability and resilience.

Read more about Fair Transport:
www.fairtransport.se

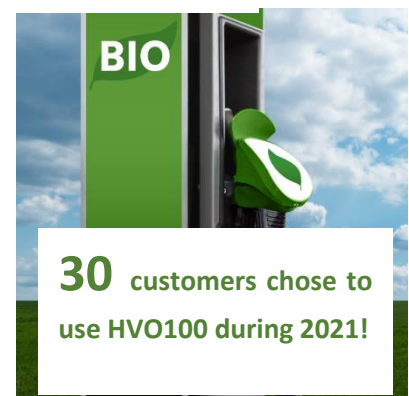
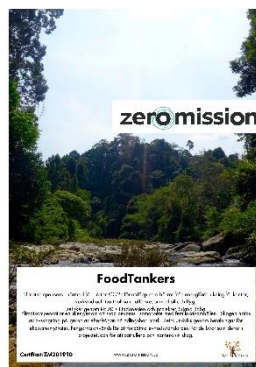


To be a certified Fair Transport member you have to have a lot of things in place, such as a Commercial Traffic Permit, policies for: Road Safety, Working Environment, Environmental and Climate, Alcohol and Drugs, Anti-discrimination etc. You will also need to show that you work systematically with your Working Environment, do follow ups on Driving and Rest times and much more.

There are three levels of Certification depending on how high percentage of fossil free fuel you are using and how many of your trucks have alcolocks installed. FoodTankers have reached the second level 2021.

What happened 2021 at FoodTankers?

We have climate compensated for our internal CO2 emissions in 2021 through ZeroMission. This year we chose projects in Indonesia and Uganda which preserves forests and provides clean water.




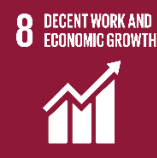





Our sustainability strategy

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 and Road Safety work			Page 2, 13-14, 16
	To work with responsible subcontractors			Page 8, 13-14
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

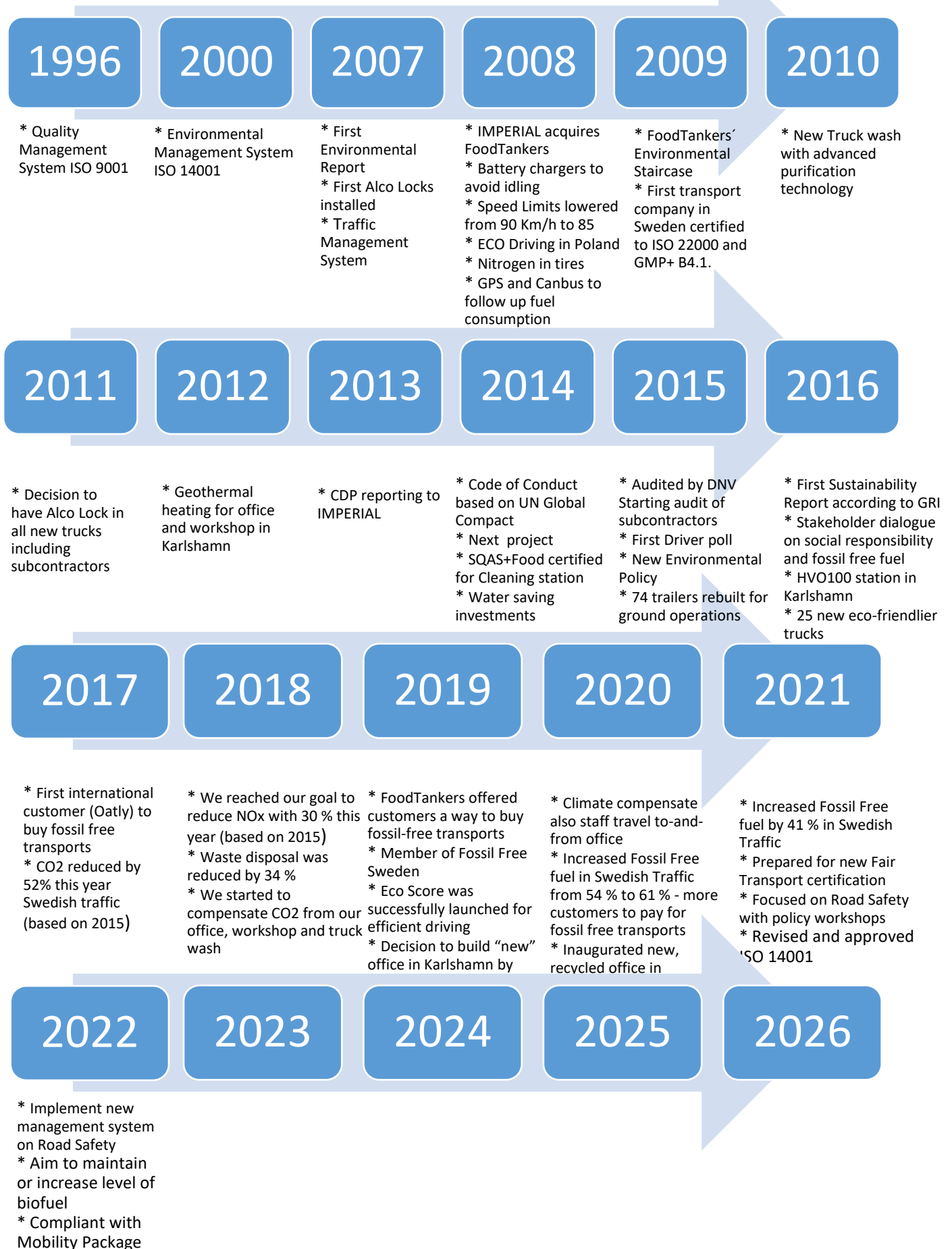


A part of FoodTankers team showing the five Sustainable Development Goals that the company has committed to.

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., 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.	4,8,14,17	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 2021

Milestones in Sustainability





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