

FOODTANKERS SUSTAINABILITY REPORT FOR 2022



**THE MOST SUSTAINABLE AND RESPECTED LOGISTIC
COMPANY IN EUROPE FOR UNPACKED FOOD**

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 urges 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 SDGs as well as on other peer's policies. We decided 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.

In 2022, we finally launched FoodTankers new Road Safety policy. Below is the Main Target Area **No Accidents** which connects to the Swedish Vision Zero in traffic. We have four more target areas to work with: **Driving and Rest times, Driving behaviour, Maintenance** (of vehicles) and **Loading / Handling**. Responsibility is distributed between different parts of the organization.



ROAD SAFETY POLICY – TARGET AREA NO ACCIDENTS

TARGET

- FoodTankers stands behind the Swedish Vision Zero in traffic. Therefore, our goal is that no deaths or serious injuries should occur in connection with road accidents.

RESPONSIBILITY

FoodTankers management is responsible for:

Provide the right conditions for traffic planners, drivers and workshop staff to avoid deaths or serious injuries in traffic.

Drivers are responsible for:

- Follow laws, adjust speed, be sober, drug-free and rested before driving, as well as report vehicle problems, deviations in driving and rest times and incidents and accidents in traffic.

Traffic planners are responsible for:

- Plan transports so that stress and incorrect loading can be avoided.

The workshop is responsible for:

- Maintain the vehicles according to established service intervals and ensure that they are safe to drive.



[Click here to read the full Road safety policy](#)¹



Click on the logo above for more info about Vision Zero²

¹ <https://foodtankers.com/en/om-foretaget/policy/>

² <https://bransch.trafikverket.se/en/startpage/operations/Operations-road/vision-zero-academy/This-is-Vision-Zero/>

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CEO statement: CSR and Sustainability at FoodTankers

Turbulent times

I ended last year's report with a sentence that was unfortunately completely true: *"2022 has started uneasily with the terrible war in Ukraine, sky-high energy prices and it seems to be a very turbulent year on many fronts"*.

2022 was, after all, a good year for FoodTankers. We managed the very troubled year in a good way.

The costs for fuel and other energy as well as for subcontractors and foreign drivers rose sharply. Gas and electricity prices increased multiple times, while ***fuel for trucks increased by "only" 50-70 %***. Among the customers, there was a certain understanding and an insight into the lack of capacity, which made it possible to implement the necessary price increases. Demand grew primarily for international transport, which meant that we had to work hard to bring out capacity. Daily pulse meetings, which are an important part of the Lean concept, have raised the level of quality work.

From a climate perspective, the increased price gap between standard diesel and HVO has caused many customers to doubt if it is worth continuing with HVO. ***Fortunately, the majority of HVO customers have continued to buy fossil-free transports***, but some have dropped out.

The whole energy situation is a mess. Last year biogas had tax exemption which now has been withdrawn. EU claims electricity is the future and fossil free fuel should be taxed. EU wants to measure CO2 from the exhaust pipe, which means there will be no difference between standard diesel and fossil free fuel. The Swedish government wants to reduce the mixing of fossil-free fuels in diesel to a minimum from a level of 30,5%. To cover the current electricity demand coal power plant are restarted and new ones are built in some countries.

How should we act in this uncertain world? We stick to our strategy, to use the best practical available

source of energy from a climate perspective for which our customers are willing to pay. As it looks now, we will continue to use combustion engines preferably using HVO unless our customer asks for something else.

To live with these uncertainties is nothing compared to all the people directly affected by the war in Ukraine. That war has become the sustainability challenge of these days, climate is important but ending the war is more important today. ***Let us hope that the war will end soon and that the rebuilding of Ukraine can start, and focus will be on the whole spectra of sustainability again.***

We believe that 2023 will be less troubled than 2022, although there are still several uncertainty factors. The financial uncertainty leads to a generally lower demand and a greater focus on lower costs both for consumers and for companies, which puts pressure on prices. But we start to see the light in the economic tunnel. ***The sustainability focus for FoodTankers in 2023 will be on ECO driving*** in order to partly reduce environmental and climate impact but also to lower costs. Solar cells on the roofs of the workshop are also in the plan. To improve the working environment for traffic planners, a reorganization will take place so that all high-stress roles receive a necessary recovery period.

Our new owners DP World are active and will in the next few years invest more in the areas in which FoodTankers operates. ***This gives us energy and future faith in the business.***

Karlshamn in April 2023

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 supported municipalities with **drinking water** in periods of drought.

FoodTankers operates in the Nordic region (40%) and internationally in Western- and Central Europe (60%). FoodTankers has subsidiaries in Poland and Hungary. Our head office is located in Karlshamn but owned by DP World with HQ in Dubai. Our fleet has 112 trucks and 120 trailers and through

Employees at FoodTankers:

Sweden: Total 68. FTE 51 (49M,7F), PTE 8 (M) TEMP 9 (8M 1F)
 Poland: Total 46. FTE 44 (44M,2F)
 Hungary: Total 35. FTE 32 (32M,3F)
 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.

IMPERIAL, we gain access to over 400 trucks and 800 tank trailers.

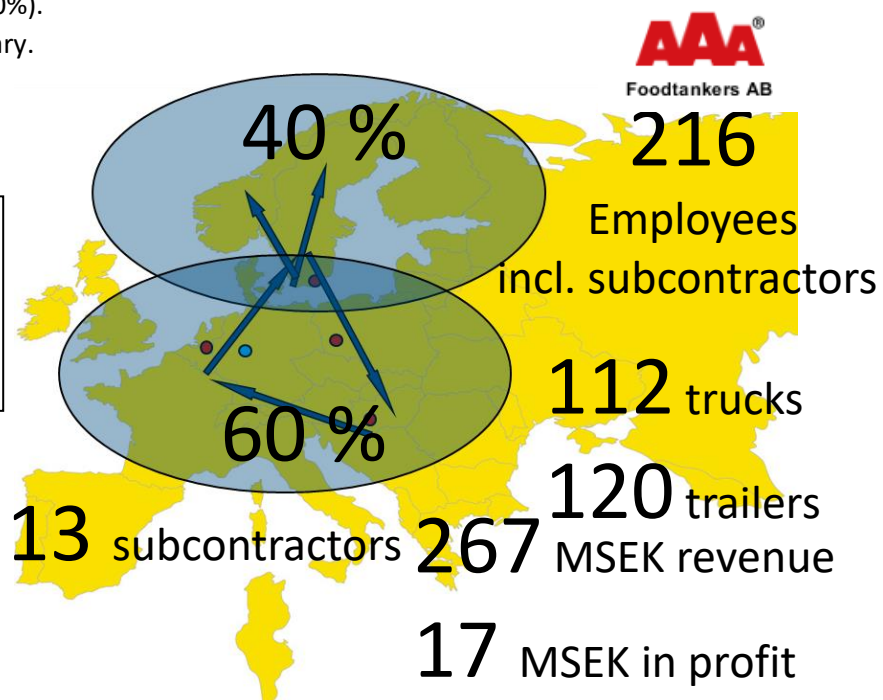
We hold certificates in ISO 14001, 50001, 22000, GMP+ B4 Transports and SQAS, EFTCO Food.

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 13 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 148 employees 94 are drivers but only three 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 2021-June 2022) was 267 million SEK with a 17 million SEK profit. Our total assets were 127 million SEK. We have the highest credit worthiness AAA.





FoodTankers history goes back to 1955 as a family business in Karlshamn, Sweden. The business has grown steadily into international transports for unpacked food. 2008 FoodTankers was acquired by IMPERIAL and 2022 DP World has acquired IMPERIAL where FoodTankers will be an important part also in the future.

DP World is leader in smart logistics solutions, enabling the flow of trade across the globe. In 2022 DP World employed 103,000 people in 75 countries and had a revenue of US\$ 17,127 m.



Our World, Our Future

"Global trade has been an enormous force for good in recent decades. But it's increasingly clear that this growth is not without consequence – from the scale of energy required to make, move and use goods to the resource intensity of logistics and the challenges economic growth can bring. As a leading enabler of global trade, we believe we have the tools, ingenuity and drive to lead a revolution in logistics.

We do this by using new smart technologies to make our operations

more sustainable. In doing so, we cut energy and resource use, and create a fairer and more connected planet. The 'Our World, Our Future' strategy is designed to deliver responsible operations. At the same time, it prepares us for a radical shift in how business in general, and logistics in particular, respond to the great challenges of climate change, education and social inequality."

DP World integrates sustainability in its corporate strategy, by promoting sustainable growth. The company's environmental strategy has three focal areas: (1) reduce carbon emissions and energy use, (2) promote renewable energy and (3) responsible use of natural resources and waste management. Our social impact focuses on safety, gender equality, supporting the communities we operate in, employee wellbeing, people development and human rights.

FoodTankers is owned by DP World.

The information on this side is extracted from <https://www.dpworld.com/investor-relations/esg-investors> and <https://www.dpworld.com/sustainability/our-approach> where you can read DP World's Annual Report and ESG Report.

About this report

This is FoodTankers' sustainability report for 2022. It reflects our operations January 1 - December 31, 2022, in addition to the financial figures that reflect the financial year July 1, 2021 - June 30, 2022. The previous report covered 2021. 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 sustainability report is decided by local management and reported to the company board and DP World.

The Climate 2022

November 2022 Cop27 took place in Sharm el-Sheikh, Egypt. COP27 is the 27th UN climate summit. Over 200 countries, a large number of companies and other organizations participate here with the aim of working against the ongoing climate change. At the top of the agenda is negotiating how the Paris Agreement, which was drawn up in 2015, should be implemented. The basis of the Paris agreement is to stop global warming and that the average temperature on earth must not exceed 1.5 degrees. The UN assesses that at the current rate we are heading for at least 2.5 degrees of warming by 2100. The most difficult task to solve from the Paris Agreement is how industrialized countries should be able to contribute to implementing emission reductions in developing countries. Unfortunately, no agreement was reached between the parties, but negotiations will continue at the next Cop28 summit in Dubai.

Material topics

FoodTankers decided in 2015 that Green House Gas (GHG) emissions and Labor practice were our most material topics for sustainability. Our stakeholder dialogue has confirmed the decision. Each year we evaluate the topics but has not changed our mindset. In addition to those two topics, we also report other environmental topics like Energy, Water and Waste.

GHG emissions

Sustainability is complex and can be difficult to absorb and overview. It is about meeting the needs of current generations without compromising the needs of future generations, while ensuring a balance between economic growth, environmental protection and social well-being. We see sustainability as a journey of continuous improvement based on transparency. We must have a Sustainability focus in the work we do.

Our focus is on reducing our Co2 emissions. We must also support our customers in completing their sustainability agenda and this will be decisive in the future as this work becomes increasingly important.

The fastest way for the transport industry to reduce its emissions of greenhouse gases is to run on a fossil-free fuel such as HVO, RME. However, this will be a balancing act where we do the work together with customers. Unfortunately, we cannot take on the increased cost ourselves. 2022 was a tough year for many with sharply increased energy and fuel prices. Unfortunately, some customers chose to move away from fossil-free transport. We hope that when prices stabilize, customers want to go back to fossil-free fuel. The result of a reduced number of fossil-free transports led to the use of biofuels in 2022 (HVO, RME) dropping from 86% to 70% for our Sweden transports.

One positive piece of news in 2022 was that the EU Commission approved Sweden's application for continued tax exemption for clean and highly blended biofuels (HVO, E85) until December 2026, which feels safe. In the past, the tax exemption was extended annually, which created uncertainty.

Labor practices

During 2022, we continued the development of E-training as we see this as an important platform when it comes to skills development and getting new knowledge into the company. The focus for 2022 was Food defense.

We also established our new Road safety policy, which has been drawn up together with staff. The project to develop the new policy was started in 2021.

Risk management

Our company management constantly works with risk assessment through environmental monitoring and follow-up of work environment issues.

No serious accidents occurred in 2022, which is good, the most common accident is usually minor traffic-related injuries.

Stakeholders

Our stakeholders' interests are vital to us. With our customers, owners, colleagues and suppliers we have a continuous dialogue. Due to the pandemic, we have not conducted any seminars with parliamentarians, local politicians and industry colleagues during 2022. Our ambition is to continue these gatherings regarding important issues like fossil free fuels, labor conditions etc.

Reporting principles

FoodTankers has reported in accordance with the GRI Standards. 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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Restatements of information 2021

We have discovered no errors in our Sustainability Report for 2022.

Governance, Ethics, and Integrity

FoodTankers AB is a Swedish company owned by DP World, after their acquisition of IMPERIAL in 2022, with HQ in Dubai (see organization chart below). The budget, including investments, is approved by FoodTankers' company board. The 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 2022 we have also finished the process to update our Road Safety policy with the ambitions to also 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 e-learning platform will help us to produce training not only in hygiene but also in sustainability policies.

Since 2022 we have a **whistle blowing service** through Deloitte, at www.tip-offs.com or e-mail address: imperial@tip-offs.com; they are additional channels for anonymous communications.



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. Beginning of 2023 we update our ISO22000 certification to FSSC22000.





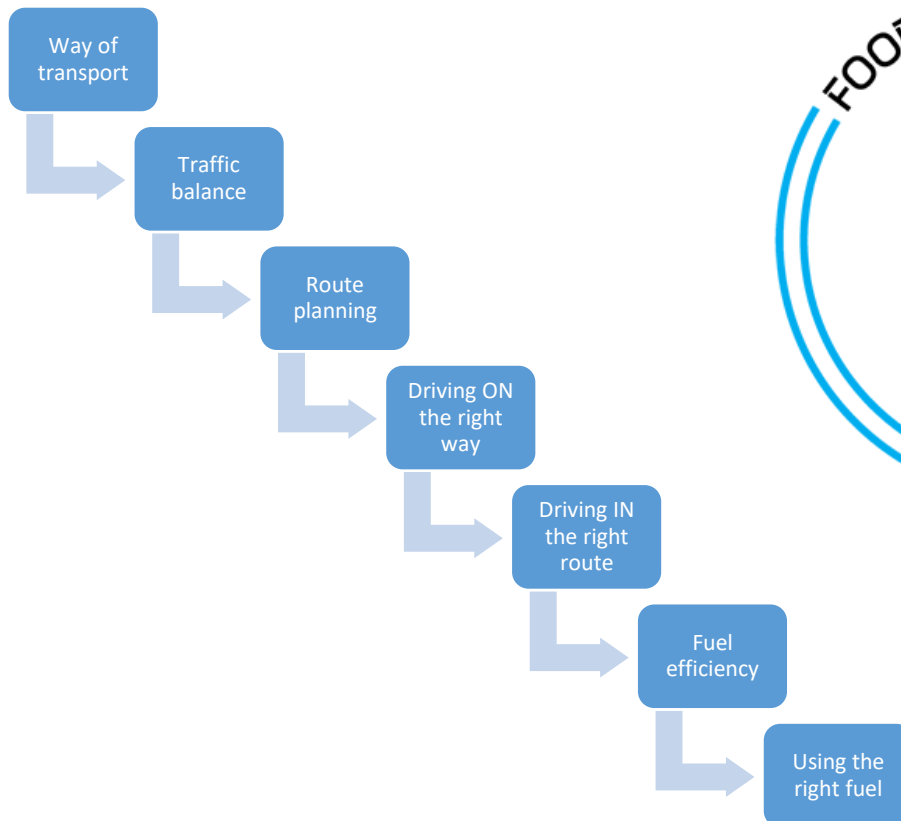
Environment

“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, 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 has been working with Eco Driving since long. We are using *ECO scoring* – a tool from TX-ECO that helps us 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 increased our Climate emissions in total and per driven km but decreased by revenue.

The energy crisis has led to a wider price gap between diesel and HVO and fewer customer than previous years have accepted to pay more for fossil free fuel.

Total CO2 emissions direct and indirect

8580 tons (7872) + 9 %

by revenue 32,1 ton per MSEK (33,1) - 3 %

Driven kilometers 2022 compared to 2021: + 4%

CO2 gram per driven kilometer 2022: 716 (658) + 9%

Direct GHG (Green House Gases) Swedish Traffic 389 (250) g/km + 56%

Scope 1: Direct GHG 7781 (7247) tons + 7%

Emissions from FoodTankers' own trucks: 4464 (4275) tons

Emissions from subcontractors' trucks: 3317 (2972) tons

Scope 2: Energy indirect 12,7 (13,1) tons – 3%

Since March 2015 we only use 100 % renewable electricity at the office, workshop and car wash in Karlshamn. Mixed electricity at Cleaning station.

From electricity, heating, cooling and steam: 12,7 tons

Scope 3: Other indirect GHG 786 (612) tons + 28%

Business travel by car: 2,34 (0,11) tons

Business travel by plane: 1,1 (0,455) tons

Travel to work* (Karlshamn office): 32 tons

District heating-Cleaning station in Karlshamn: 226 (209)

Using external tank cleaning stations: 333 (238) tons

Emissions from sold transports 192 (133) tons

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

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 SOX since EU diesel is sulfur free today.

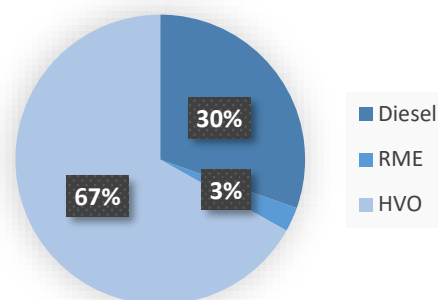
Emission Goals

CO2 in Swedish traffic: 80 % fossil free 2023 (2022: 70 %)

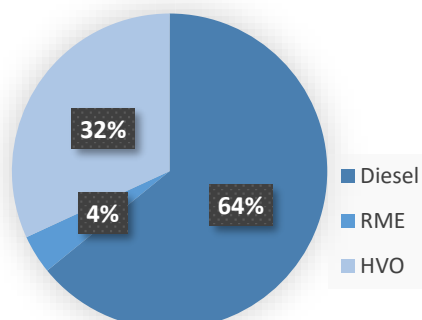
Average fuel consumption varies depending on type of transports (0,290-0,380 liters/km)

70% fossil free
Own trucks, Swedish Traffic

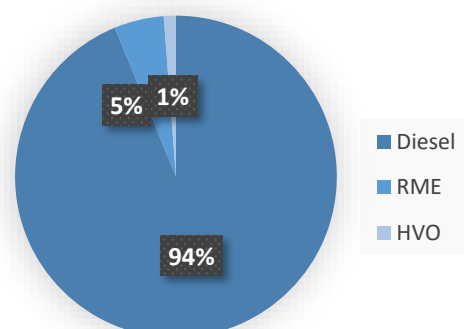
Own Swedish trucks



Nordic Traffic except Sweden



International Traffic



Energy and Water

Energy: 38272 (36483) MWh + 4,9%

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: 38272 MWh whereof:

Direct transport with trucks: 35331 (33701) MWh

Cleaning stations³ 281 (271) MWh

District heating 2306 (2132) MWh

Office, workshop and truck wash 354 (379) MWh

Electricity used: 635 (650) MWh whereof 84 % is renewable⁴

Steam 302 (120) tons (included in district heating)

Water: 22503 (22921) m3 – 2%

Water reduction goal: We aimed to reduce water by 10 % from the level of 2015 until end of 2017 which we reached then. For 2022 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.**

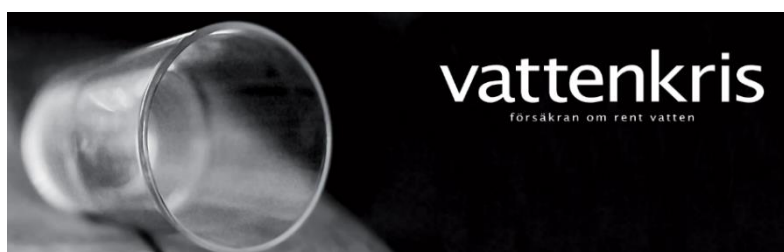
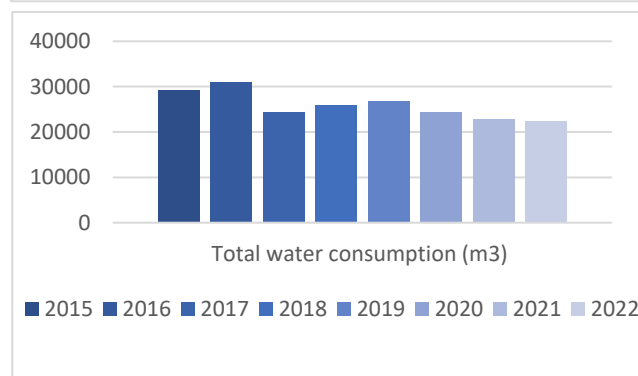
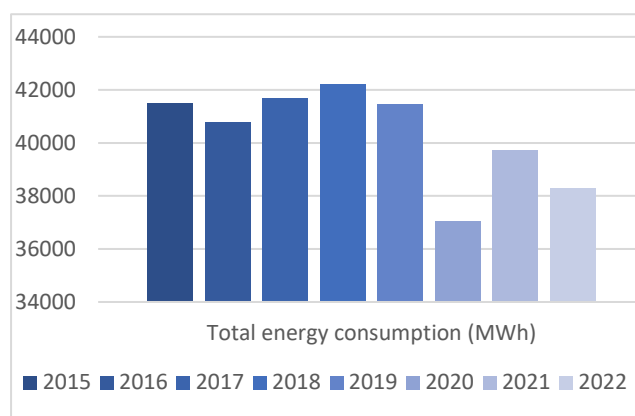
Read more about our water services at vattenkris.se.

This service was used on two occasions during 2022.

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.

3% increased TOTAL ENERGY CONSUMPTION



³ Cleaning station in Karlshamn only

⁴ 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.

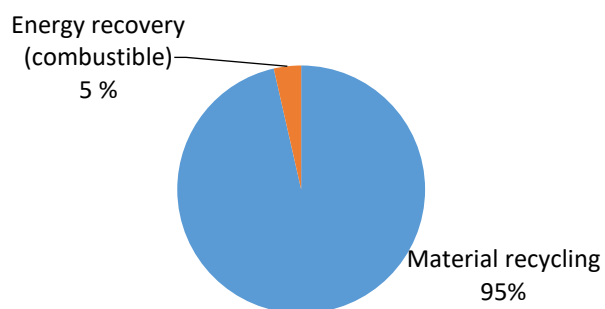
Wastewater from our cleaning station and from our truck wash is extensive and needs to be handled with care. FoodTankers' cleaning station is located at the industrial area of AAK in Karlshamn but is operated by FoodTankers' employees. The station is certified to SQAS and EFTCO's + Food and has been 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 22503 m3 of water during 2022. By working actively to reduce the amount of used water we will also decrease our disposal of water.

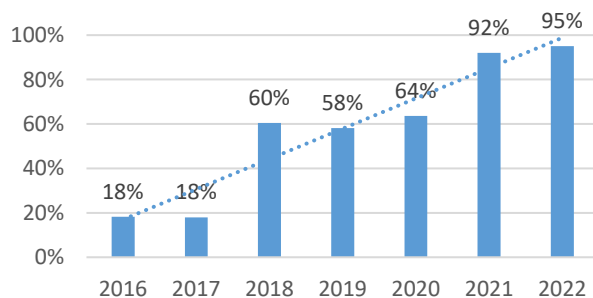
During 2022, we disposed 66,4 tons of waste that was collected, sorted and recycled by an external partner. In total, we **decreased** waste with **14 %** compared with 2021. Most of the dangerous waste comes from the workshop and consists of oil sludge from oil separators. This oil sludge is taken care of and the oil is separated from the sludge and recycled.

Type of recycled waste 2022



Waste in tons	2022	2021	2020
Recycled paper	0,1	0,2	0,56
Dangerous waste	40,8	38,6	22,79
Flammable waste	2,36	6,1	4,8
Sortable waste	9,6	7,8	30,46
Electronic waste	1,95	0,6	3,4
Metal	9,2	20,4	10,84
Glass	0,06	1,0	1,68
Cardboard	1,22	0,6	1,34
Wood	2,0	2,3	0
Total waste	66,4	77,6	75,8

Material recycling





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. **Having this in mind when we produced our new Road Safety policy, we also involved management, traffic planners and car shop staff to determine each and everyone's responsibility to decrease the stress for our drivers. No serious accidents occurred in 2022.**

The reason for fewer employees than in 2021 is that we discontinued a gas transport operation.

Among our 148 employees there are 94 drivers. In Karlshamn, there are 54 colleagues who take care of the day-to-day operations, including the washing station, workshop, traffic planning and administration. We have as many women as men in the administration but only three female drivers. We would like to welcome more female drivers to our business. This is a real challenge for us as well as for the entire industry as the shortage of drivers increases. All employees at FoodTankers have health insurance. Employees also have access to private healthcare.

All drivers, both employees and subcontractors, have access to our premises in Karlshamn with free Wi-Fi, laundry room, kitchen, showers, bicycles and access card for bathing. The employees have regular health examinations.

Sick leave dropped in 2022 to a more normal level, but the hope is that in 2023 we end up at levels like 2019 and 2020.

In 2022, for a period of time, we continuously sent pulse surveys to the staff to investigate the work environment and what people think about working at FoodTankers. The results of the survey show that people enjoy their work at FoodTankers. Of course there are things we can do to become even better, and we work on that continuously with our staff.

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

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. Two subcontractor (15 %) was audited in 2022. 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.

	2022	2021	2020	2019
Tot. Amount Employees	148	164	164	153
Where of PL	46	51	43	44
Where of HU	35	34	33	31
Full time employees	120	131	130	139
Proportion female (%)	9%	8,5	7	6
Proportion female drivers (%)	3	2	1	1
Sick leave (%)	3,2	4,3	2,2	2,3
Sick leave SE	4,2	6,7	2,6	2,1
Sick leave PL	3,4	3,3	1,9	3,0
Sick leave HU	1,3	2,0	1,8	1,7

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

Human Rights

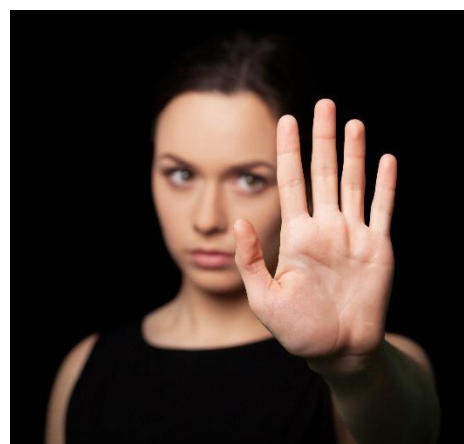
FoodTankers is committed to the UN Global Compact and ISO 26000 where respect for Human Rights is fundamental. This is why Labor practice and Decent work is one of our material aspects. As a part of international transports, we understand that we must take responsibility for our drivers' work situation and for all our staff to find the balance in their daily life situations.

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 have been reported in 2022.

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 2022 there was no incident reported on anticorruption.



*FoodTankers says
NO to racism,
discrimination, and
corruption!*

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 2022.

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 still 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.



23 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 2022 we updated our fleet with 23 new trucks, all with Euro 6 engines. We only order trucks that are compatible with fuels like RME and HVO.

100 % Euro 6

The average age of our trucks is now from 2019





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 in 2021.

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, Environment 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 that have alcohol locks installed. FoodTankers have reached the second level 2021 and aim for the highest level when we reach the 80 % Fossil free fuel level from our current level at 70 %.

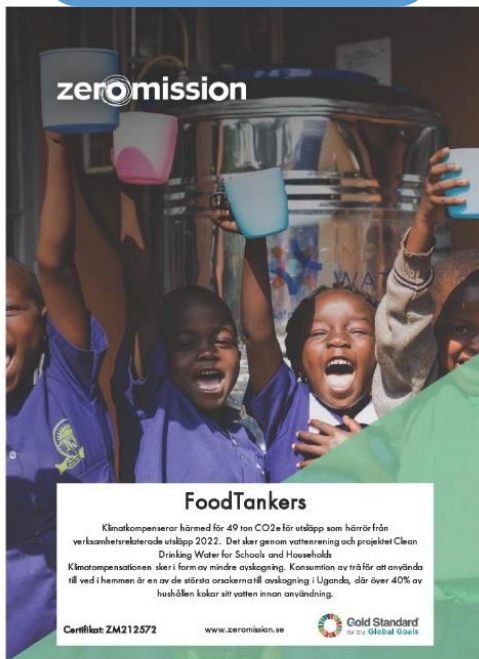


2022 at FoodTankers...

...we compensated our internal climate emissions through ZeroMission again.

...we launched our new Policy on Traffic Safety after more than 2 years of work.

...we conducted an energy investigation at our office.




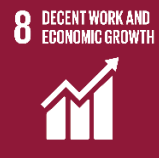





Our sustainability strategy

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 9-12



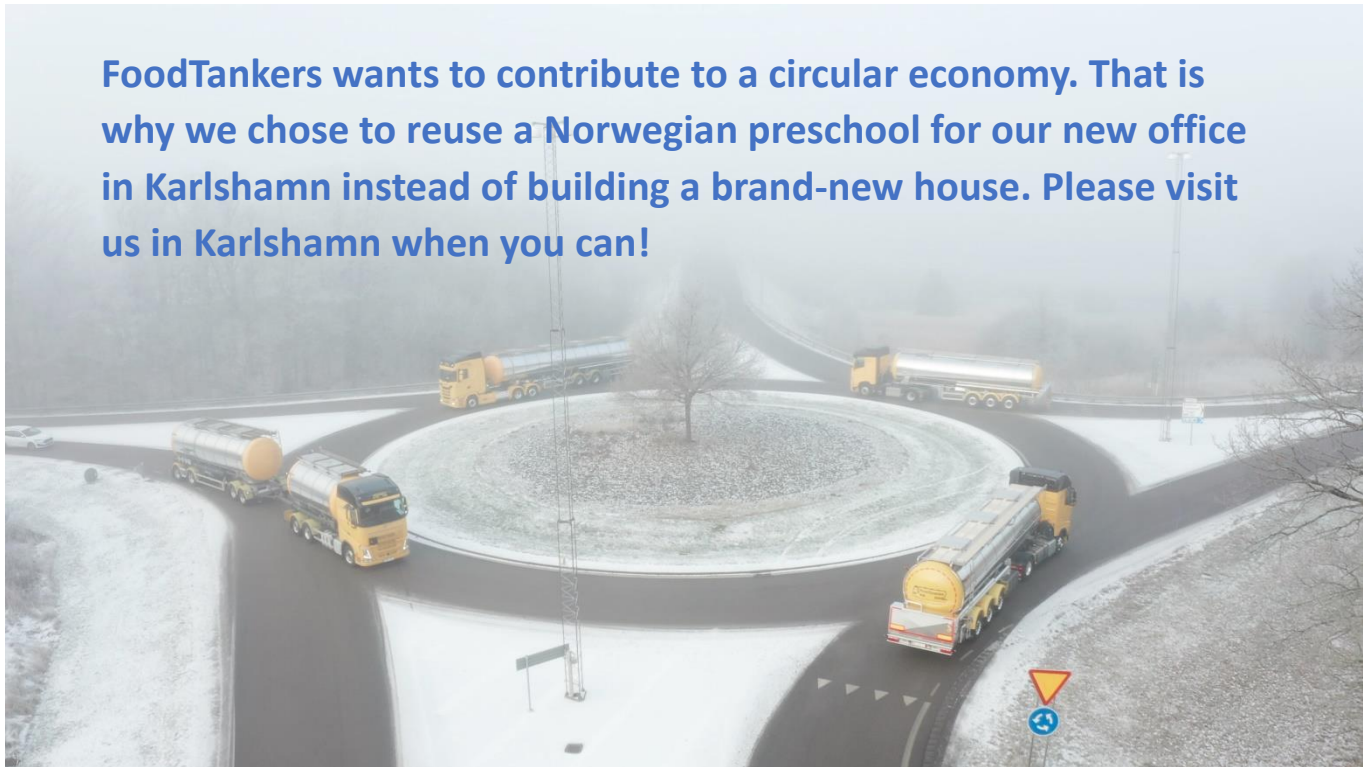
A part of FoodTankers team...

FOODTANKERS GRI INDEX 2022			
Disclosure			
GRI 1: Foundation			
Statement of use: FoodTankers has reported in accordance with the GRI Standards for the period 1 January 2022 – 31 December 2022 (financial reporting covers 1 July 2021 – 30 June 2022)			
GRI 1 used: GRI 1: Foundation 2021			
Applicable GRI sector standards: Not currently available			
Disclosures	Description	Page	Notes and omissions
GRI 2: General Disclosures			
2-1	Organizational details	5,8	
2-2	Entities included in the organization's sustainability reporting	5	
2-3	Reporting period, frequency and contact point	7	
2-4	Restatements of information	7	
2-5	External assurance	7	
2-6	Activities, value chain and other business relationships	5	
2-7	Employees	5,13	
2-8	Workers who are not employees	5	67 subcontractor drivers
2-9	Governance structure and composition	8	
2-10	Nomination and selection of the highest governance body	8	Organization chart
2-11	Chair of the highest governance body		No management role
2-12	Role of the highest governance body in overseeing the management of impacts	7	
2-13	Delegation of responsibility for managing impacts	7	
2-14	Role of the highest governance body in sustainability reporting	7	
2-15	Conflicts of interest		No information
2-16	Communication of critical concerns	8	
2-17	Collective knowledge of the highest governance body	6	Statement DP World
2-18	Evaluation of performance of the highest governance body		No information
2-19	Remuneration policies		No board fees (SE)
2-20	Process to determine remuneration		No information
2-21	Annual total compensation ratio		No information
2-22	Statement on sustainability strategy	4,17	
2-23	Policy commitments	8,14,17	
2-24	Embedding policy commitments	8	
2-25	Processes to remediate negative impacts		No information
2-26	Mechanisms for seeking advice and raising concerns	8	
2-27	Compliance with laws and regulations	8,14	
2-28	Membership associations	5,16	
2-29	Approach to stakeholder engagements	7	
2-30	Collective bargaining agreements	5	
GRI 3: Material Topics			
3-1	Process to determine material topics	7	
3-2	List of material topics	7	
3-3	Management of material topics	7	
Topic Standards			
GRI 302: Energy 2016 (non-material topic)			
302-1	Energy consumption within the organization	11	
302-4	Reduction of energy consumption	11	
GRI 303: Water and effluents 2018 (non-material topic)			
303-1	Interactions with water as a shared resource	11	
303-2	Management of water discharge-related impacts	11	
303-5	Water consumption	11	
GRI 305: Emissions 2016			
3-3	Management approach, 305	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	
GRI 306: Waste 2020 (non-material topic)			
306-3	Waste generated	11	
306-4	Waste diverted from disposal	11	
GRI 403: Occupational health and safety 2018			
3-3	Management approach, 403	7,13,14	
403-1	Occupational health and safety management system	13	
403-2	Hazard identification, risk assessment, and incident investigation	13	
403-3	Occupational health services	13	
403-4	Worker participation, consultation, and communication on occupational health and safety	13	

FoodTankers GRI Index 2022 continues on next page (19)			
Continuation of FoodTankers GRI Index 2022			
403-5	Worker training on occupational health and safety	13	
403-6	Promotion of worker health	13	
403-7	Prevention and mitigation of occupational health and safety impacts directly linked by business relationships	13	
403-10	Work-related ill health.	13	
GRI 414: Supplier social assessment 2016 (non-material topic)			
414-1	New suppliers that were screened using social criteria.	13	

A circular economy

FoodTankers wants to contribute to a circular economy. That is why we chose to reuse a Norwegian preschool for our new office in Karlshamn instead of building a brand-new house. Please visit us in Karlshamn when you can!



Morgedalen Barnehage was transported from Norway and...

... installed as FoodTankers' new office in Karlshamn 2020.



Welcome to get in
touch

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