

FOODTANKERS

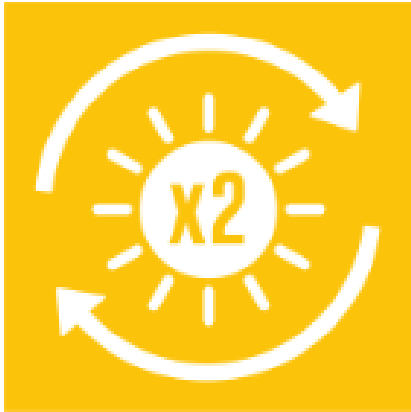
SUSTAINABILITY REPORT FOR

2023



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

ENERGY EFFICIENCY IN FOCUS



One of the Sustainable Development Goals (SDG) in Agenda 2030 is number seven: *Affordable and Clean Energy*. In 2023 FoodTankers has focused on the **sub-goal 7.3 Energy efficiency**.

The target calls for global progress on energy efficiency by doubling the rate of improvement by 2030.

In 2022, we carried out energy measurements in our office building and in the workshop. This resulted in us taking measures in 2023 to reduce the heat leakage from the building, for example **changing the insulation in the workshop roof**. We have **also installed 394 square meters of solar cells** on the roofs. These are expected to produce 68,000 kwh, which is approximately 20 percent of our total electricity consumption.



ECO-DRIVING

Since 2020 we have conducted 44 training sessions in Eco-driving. **From 2023 it is mandatory for new drivers to participate in Eco-driving sessions.** We also measure each individual driver in our Eco Scoring system and give them feedback.



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CEO statement: CSR and Sustainability at FoodTankers

2023 was a more stable year than 2022 despite war and high inflation. We humans have an incredible ability to adapt and create a new normal when there are rapid, big changes. Our business is an important cog in the food chain from the farmer's land to the consumer's table, and food is the last thing we humans prioritize away. FoodTankers handled the uncertainty in the world around us well, which led to another successful year.

We had expected that the posting rules in the EU Mobility Package would have a greater impact on drivers in 2023 than they did. Neither we nor our colleagues in the transport industry have experienced any pressure or control of the new rules. An important reason for this is the war in Ukraine, which has exacerbated the shortage of drivers, and in order not to further increase costs, the introduction of parts of the new rules has been low-key. What we have seen, however, is a sharp increase in the control of cabotage traffic, i.e. domestic traffic in a country other than where the vehicle is registered.

Our policy when it comes to transport and fuels is that we go for the most climate-friendly alternative that our customers are prepared to pay for.

FoodTanker's climate impact is largely due to the combustion of fuel in connection with transport. When our customers decide which fuel they want to pay for, we first and foremost try to reduce energy consumption, which can be done in many ways. In the day-to-day work, the focus is on reducing fuel consumption through ECO-driving and smart planning. ECO-driving means that we train and coach the drivers to good driving behavior. Smart planning means planning the shipments to reduce the total distance that must be driven to fulfill all current orders from the customer.

Fuel prices, which affect our customers' interest in choosing fossil-free diesel (HVO) or traditional diesel, have not varied as much as in 2022. The difference in 2022-2023 between regular diesel and HVO increased by about SEK 0.75/l to just under SEK 6/l including VAT. An increase that had a clearly negative impact on interest in fossil-free transport.

The government's decision to change the reduction obligation from a 30.5% CO2 reduction to 6% by reducing the blend of fossil-free alternatives from January 2024 came to have dramatic changes in fuel prices. So far in 2024, regular diesel has decreased by about SEK 4.70/l and HVO by SEK 7.40/l compared to the price in 2023. It is therefore cheaper to drive fossil-free in Sweden in 2024 than it was to drive on regular diesel 2023, whether this will

affect customers' attitudes towards fossil-free transport remains to be seen.

We are seeing an increasing interest in knowing more about climate-smarter transport. This indicates an increased realization that they will soon have to reduce their climate footprint and are therefore looking for various opportunities to do so. The EU's Green Deal, which was decided in 2023 to be climate neutral as a region by 2050, to have reduced net emissions by 90 % by 2040 and by 55 % by 2030, is what is starting to drive companies to find solutions to the future. At present, I feel that it is Scope 1 and 2 that get the most attention while waiting to understand how Scope 3 should be calculated.

Until now, I have experienced that it has only been a few companies in widely different industries that have genuinely, i.e. that it is part of their "DNA", tried to work for a greener climate. Many have acted "green" because customers have made the demand. For many years, FoodTankers has consistently tried to influence customers to buy fossil-free transports. Not all customers have been interested, but most of the domestic transport in Sweden is currently fossil-free.

Today and in the next few years, we do not see that electric vehicles or hydrogen will be a viable solution to our type of transport, heavy and long. On the other hand, we are convinced that in a few years' time, when the charging infrastructure for heavy vehicles is expanded and the vehicles can drive 4,5 hours, we and many others will choose electric vehicles. Within the EU, the development has not come as far as in Sweden, but in several countries, such as Germany, road tolls (Maut) have become so common that with a slightly lower electricity price, it will be profitable to drive on electricity.

I look to the future with confidence and believe that within a few years there will be major changes in the demand and supply of more climate-smart transport.

Karlshamn in April 2024

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

Employees at FoodTankers:	
Sweden:	Total 58. FTE 51 (49M,7F), PTE 8 (M) TEMP 9 (8M 1F)
Poland:	Total 48. FTE60 (46M,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.

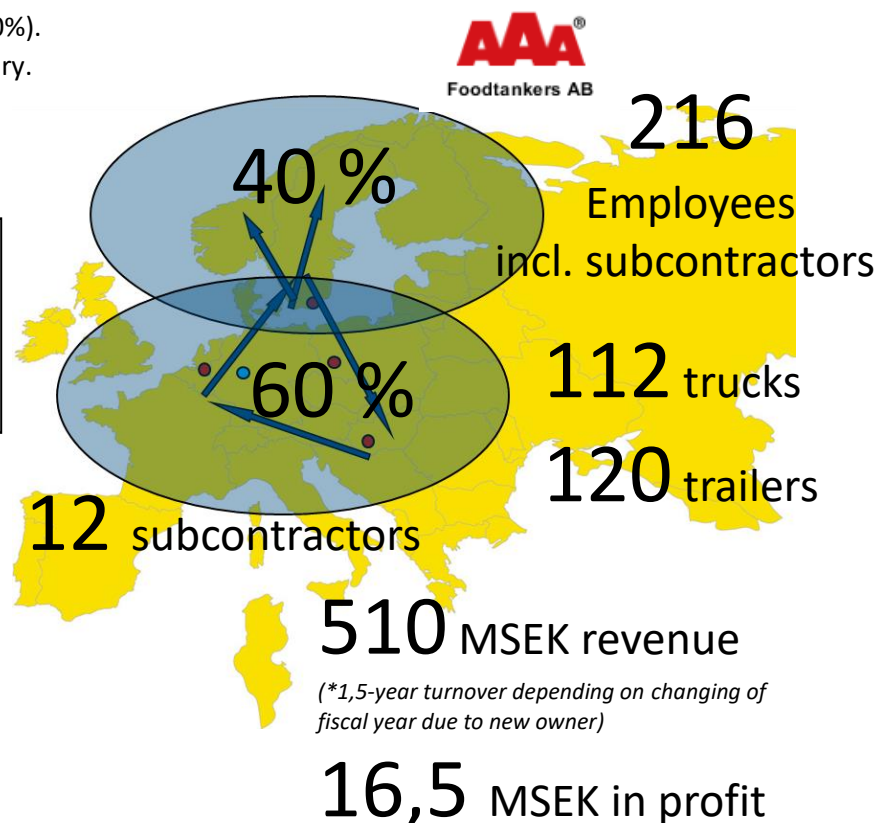
access to over 400 trucks and 800 tank trailers. We hold certificates in ISO 14001, 50001, FTSC 22000, GMP+ and SQAS, EFTCO Food.

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, Latvia, 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 141 employees 92 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 2022 – December 2023*) was 510 million SEK with a 16,5 million SEK profit. Our total assets were 132 million SEK. We have the highest credit worthiness AAA.



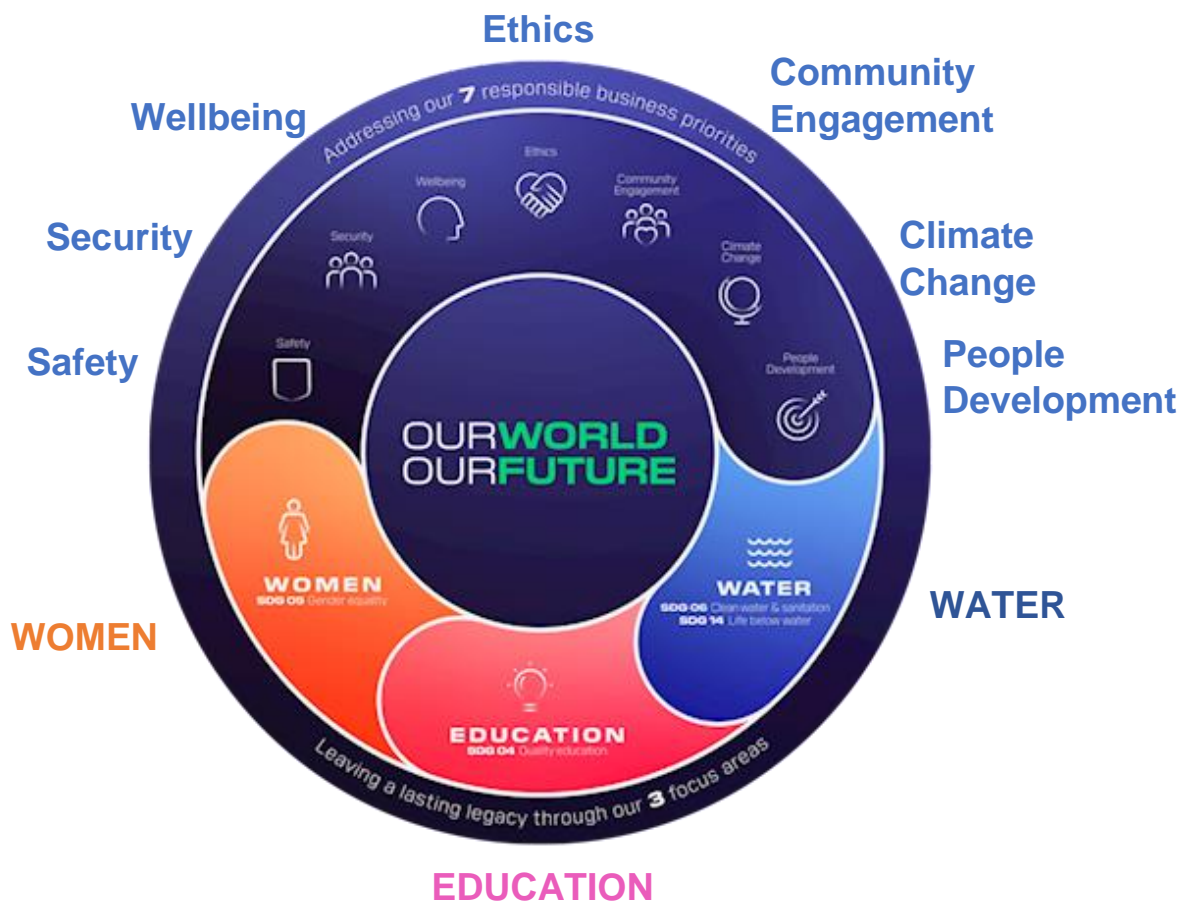


FoodTankers history goes back to 1955 as a family business in Karlshamn, Sweden. The business has grown steadily into international transports for unpacked food. 2008 FoodTankers was acquired by IMPERIAL and 2022 DP World has acquired IMPERIAL where FoodTankers will be an important part also in the future.

DP World are the leading of 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 Sustainability Strategy, "Our World, Our Future" ensures that we operate as a responsible business, prioritising sustainability and impact on people, the environment and the communities in which we operate to achieve a better, more socially equitable and sustainable future.”

DP World has decided on 7 responsible business priorities and 3 focus areas:



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> where you can read DP World’s Annual Report and ESG Report.

About this report

This is FoodTankers sustainability report for 2023. It reflects our operations January 1 - December 31, 2023, in addition to the financial figures that reflect the financial year July 1, 2022 – Dec 31, 2023. The previous report covered 2022. 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 2023

COP28 was held this time in Dubai on December 13 and the meeting led to an agreement that could mean "the beginning to the end" for fossil fuels. All the world's countries now agree to switch from fossil fuels, which is a historic decision. Unfortunately, the meeting did not result in any clear wording, but the meeting is still seen as a success.

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

2023 was a year marked by financial uncertainty for many people. We saw rising interest rates driven by high inflation globally which led to increased costs for goods and services. A major driver of inflation was energy and fuel prices which increased sharply in 2023 due to the uncertainty in Europe with the war in Ukraine as the main reason.

The Swedish government took drastic measures to bring down fuel prices and chose to reduce the reduction obligation, mixing of biofuels for diesel in Sweden from 30.5 percent to the EU's minimum level of 6 percent.

The government's goal is that emissions from domestic transports in 2030 must have decreased by 70 percent compared to 2010. The road transport companies have agreed to be 100 percent fossil-free in 2045. Sweden was previously a leading country in fossil-free transport, but reducing the reduction obligation can be seen as a step backwards in this development.

FoodTankers and several of our customers are connected to the Transport Initiative, which means that we must jointly work towards the Swedish goals of 2030 and 2045. The share of renewable fuel for FoodTankers Swedish traffic increased in 2023 from 69 percent to 92 percent of all refueled fuel.

Transition towards independence from fossil fuels is necessary to reach the climate goals. In this transition phase, fossil-free fuels play a very important role.

27 percent of newly registered light trucks in Sweden was electric. FoodTankers has decided to invest in an electric light transport vehicle for local transport in Karlshamn.

Labor practices

Our E-learning platform has taken an increasingly important place with the aim of continuously raising the competence of our employees. In 2023, 4 new E-Learning courses were published with a focus, among other things, on traffic safety and personal safety when working at high altitudes.

Risk management

Our company management works constantly with risk assessment

through environmental monitoring and follow-up of work environment issues. There were no serious accidents in 2023, which is good, the most common accident is usually minor traffic related injuries.

Stakeholders

Our stakeholders are important to us. We have a continuous dialogue with our customers, owners, colleagues, and suppliers. In 2024, we will continue with our valued seminars and the focus will be Recycling.

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.



Restatements of information 2023

We have discovered no errors in our Sustainability Report for 2023.

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 extracted organization chart to the right). 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 2023 we have started working concretely with our new Road Safety Policy. Several obstacles that were discovered during the process of making the policy has been addressed. We have also created a new e-learning course based on our Road Safety Policy.

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. See more on page 16.

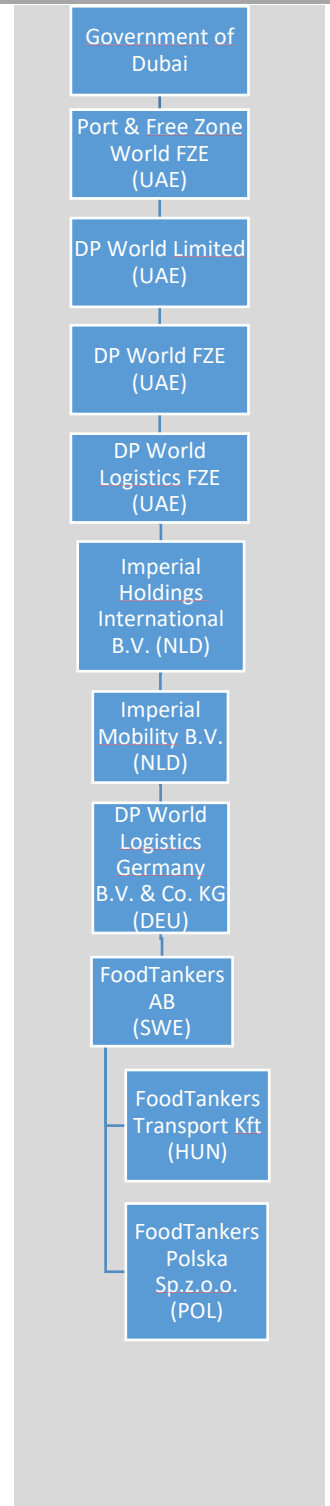
Our employees (drivers) and subcontractors are obliged to participate in training sessions, initially 3-4 days theory and 1-2 weeks as a co-driver in the truck and then a yearly training session.

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 Navex, at dpworld.ethicspoint.com

Certificates

FoodTankers is certified to ISO 14001 (Environment management system), ISO 50001 (Energy management), FTSC 22000 (Food Safety), GMP+(Feed Safety), SQAS and EFTCO Food (Tank Cleaning Stations). We also take guidance from ISO 26000 in our CSR ambitions. Beginning of 2023 we updated our ISO22000 certification to FSSC22000.





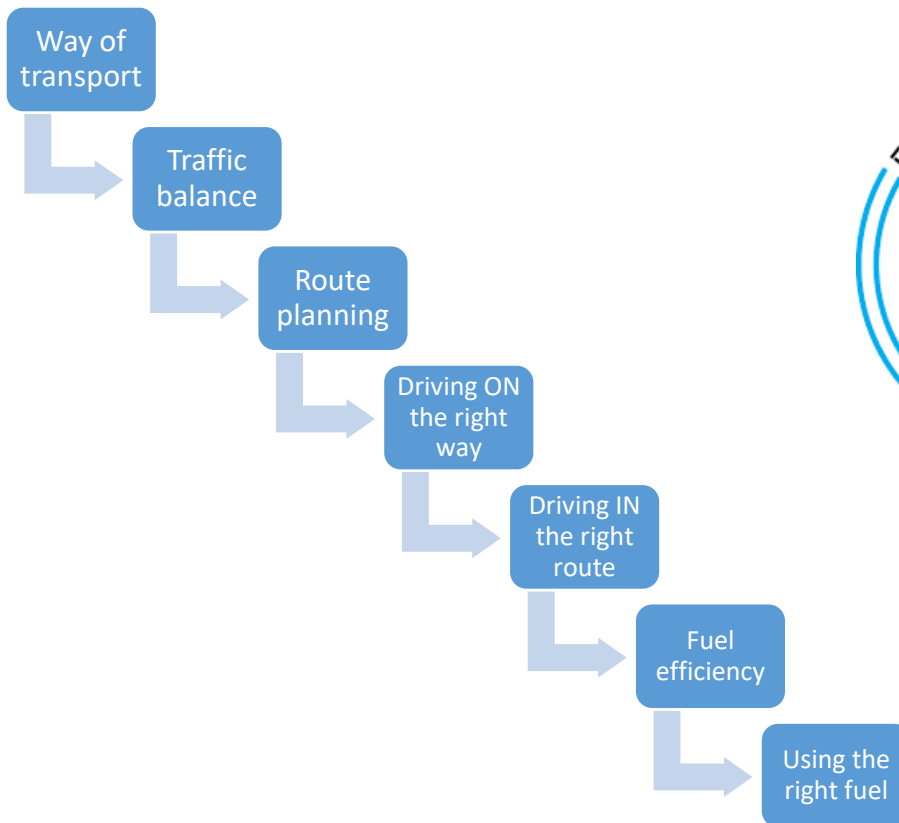
Environment

“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, 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.



REVISED AND APPROVED 2023

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 exceeded the target (90 %) for fossil-free transports in Sweden 2023: 92 %
The high mixture of biofuels in the diesel and our HVO-customers gave results in 2023.

Total CO2 emissions direct and indirect

8448 tons (8580) - 2 %

by revenue 24,7 ton per MSEK (32,1) - 23 %

The revenue is calculated based on 12 months' turnover

Driven kilometers 2023 compared to 2022: + 11 %

CO2 gram per driven km 2023: 641 (716) – 10 %

All traffic including subcontractors but excluding sold transports.

CO2 gram per driven km Swedish Traffic: 153 (389) - 61%

Scope 1: Direct GHG 7688 (7781) tons – 1,2%

Emissions from FoodTankers' own trucks: 3962 (4464) tons

Emissions from subcontractors' trucks: 3726 (3317) tons

Scope 2: Energy indirect 12,2 (12,7) tons – 4%

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: 12,2 tons

Scope 3: Other indirect GHG 748 (786) tons - 5%

Business travel by car: 2,91 (2,34) tons

Business travel by plane: 10,35 (1,1) tons

Travel to work (Karlshamn office): 32 tons

Internal emissions described above are climate compensated via ZeroMission

District heating-Cleaning station in Karlshamn: 155 (226)

Using external tank cleaning stations: 303 (333) tons

Emissions from sold transports 245 (192) tons

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

Other significant air emissions

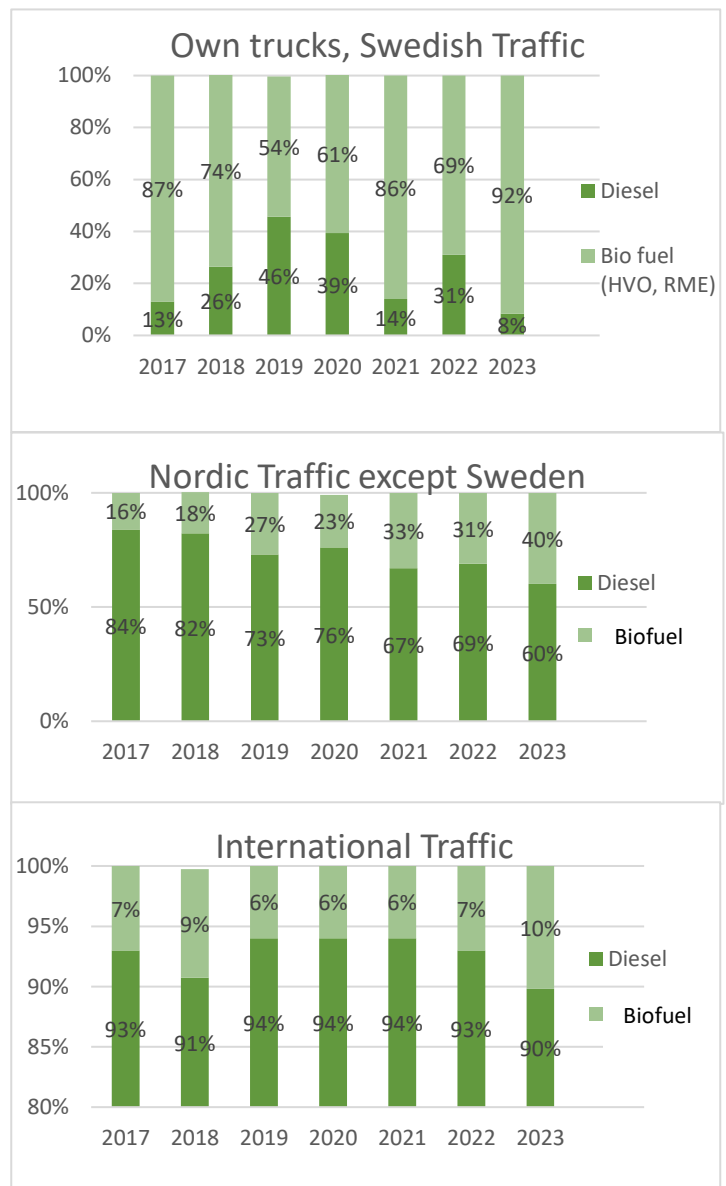
Vehicles produce air pollution like ozone and particles harmful to health. The best way to reduce those emissions is to have new and modern vehicles. Our fleet exists to 100 % of Euro class 6. We do not measure SOX since EU diesel is sulfur free today.

Emission Goals

CO2 in Swedish traffic: 90 % fossil free 2023 (achieved)

Average fuel consumption varies depending on type of transports (0,299-0,363 liters/km)

92% fossil free
Own trucks, Swedish Traffic



Energy and Water

Energy: 38106 (38277) MWh – 0,4 %

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: 38106 MWh whereof:

Direct transport with trucks: 35918 (33701) MWh

Cleaning stations¹ 262 (281) MWh

District heating 1578 (2306) MWh

Office, workshop, and truck wash 348 (354) MWh

Electricity used: 610 (635) MWh whereof 79 % is renewable²

Steam 248 (120) tons (included in district heating)

Water: 16843 (22503) m3 – 25 %

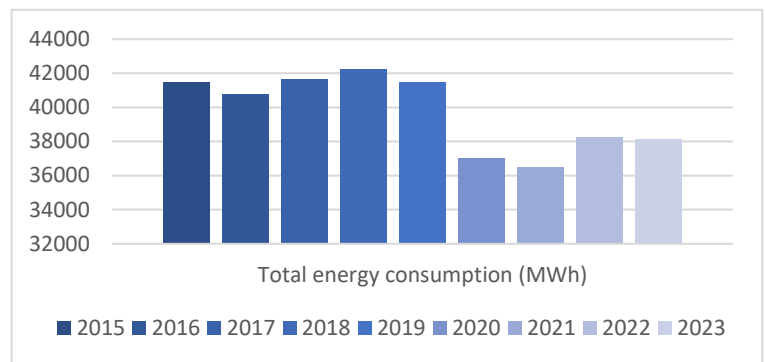
Water reduction goal: We aimed to reduce water by 10 % from the level of 2015 until end of 2017 which we reached then. For 2023 the reduction landed on 42 % reduction from level of 2015.

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.

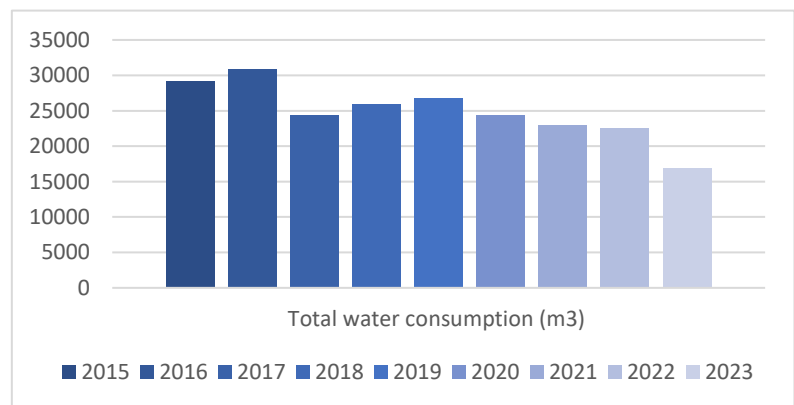
FoodTankers has agreements with several municipalities in Sweden to deliver drinking water in case of draught or accidents. Read more about our water services at vattenkris.se. This service was used on several occasions during 2023.

In 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.

0,4 % decreased TOTAL ENERGY CONSUMPTION



25 % decreased WATER CONSUMPTION



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. We also give new life to old trailers by refurbishing and replacing wheel axles.

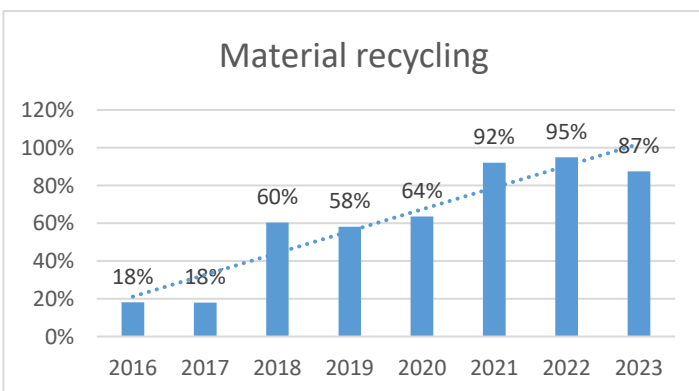
Wastewater from our cleaning station and from our truck wash is extensive and needs to be handled with care. FoodTankers' cleaning station is located at the industrial area of AAK in Karlshamn but is operated by FoodTankers' employees. The station is certified to SQAS and EFTCO's + Food and has been reviewed in 2023.

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 16843 m3 of water during 2023. By working actively to reduce the amount of used water we will also decrease our disposal of water.

During 2023, we disposed 78,8 tons of waste that was collected, sorted, and recycled by an external partner. In total, we **increased** waste with **18 %** compared with 2022. 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	2023	2022	2021
Recycled paper	0,7	0,1	0,2
Dangerous waste	42,5	40,8	38,6
Flammable waste	9,09	2,36	6,1
Sortable waste	0,9	9,6	7,8
Electronic waste	0,75	1,95	0,6
Metal	22,54	9,2	20,4
Glass	0,19	0,06	1,0
Cardboard	1,42	1,22	0,6
Wood	0,8	2,0	2,3
Total waste	78,8	66,4	77,6



At our workshop, trailers are recycled through extensive renovations.





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.

	2023	2022	2021	2021
Tot. Amount Employees	141	148	164	164
Where of PL	48	46	51	51
Where of HU	35	35	34	34
Full time employees	123	120	131	131
Proportion female (%)	8%	9%	8,5	8,5
Proportion female drivers (%)	3%	3%	2%	2%
Sick leave (%)	3,6%	3,2	4,3	4,3
Sick leave SE	2,4%	4,2	6,7	6,7
Sick leave PL	6,4%	3,4	3,3	3,3
Sick leave HU	1,9%	1,3	2,0	2,0

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 2023.**



FoodTankers welcomes more women to work in the transport business.

Among our 141 employees there are 92 drivers. In Karlshamn, there are 50 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.

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. One subcontractor (10 %) was audited in 2023. 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.

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 has been reported in 2023. An online whistle blowing service is available for all employees.

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 2023 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 2023.

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. FoodTankers argued that cleaning station and workshop staff are not covered by driving and rest time requirements. In 2023, the Court of Appeal overturned the Administrative Court’s judgment and FoodTankers was acquitted in the case. 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.

6 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 2023 we updated our fleet with 6 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 2021.

To be a certified Fair Transport member you must 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 2023 and aim for the highest level as we now have reached the 92 % level of biofuel in Swedish transports.

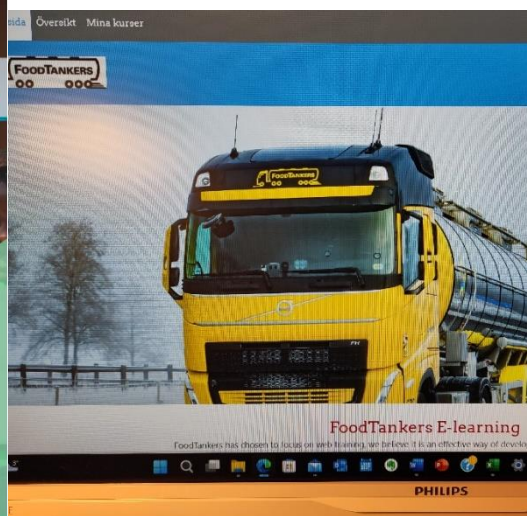
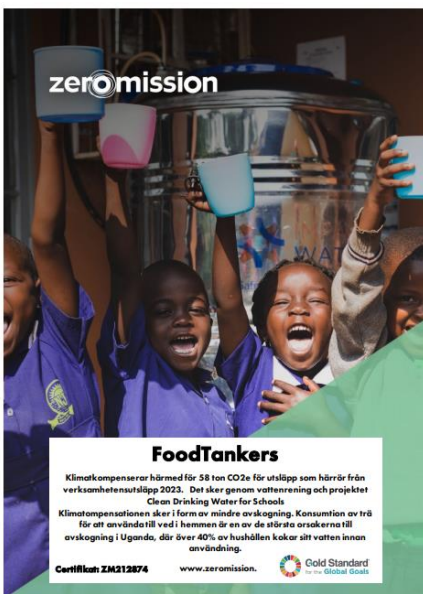


2023 at FoodTankers...

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

...we launched an e-learning education on our new Road Transport Policy.

...we installed solar panels on the buildings.


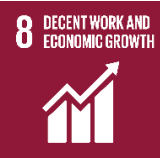

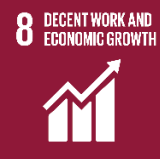





Our sustainability strategy

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 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...

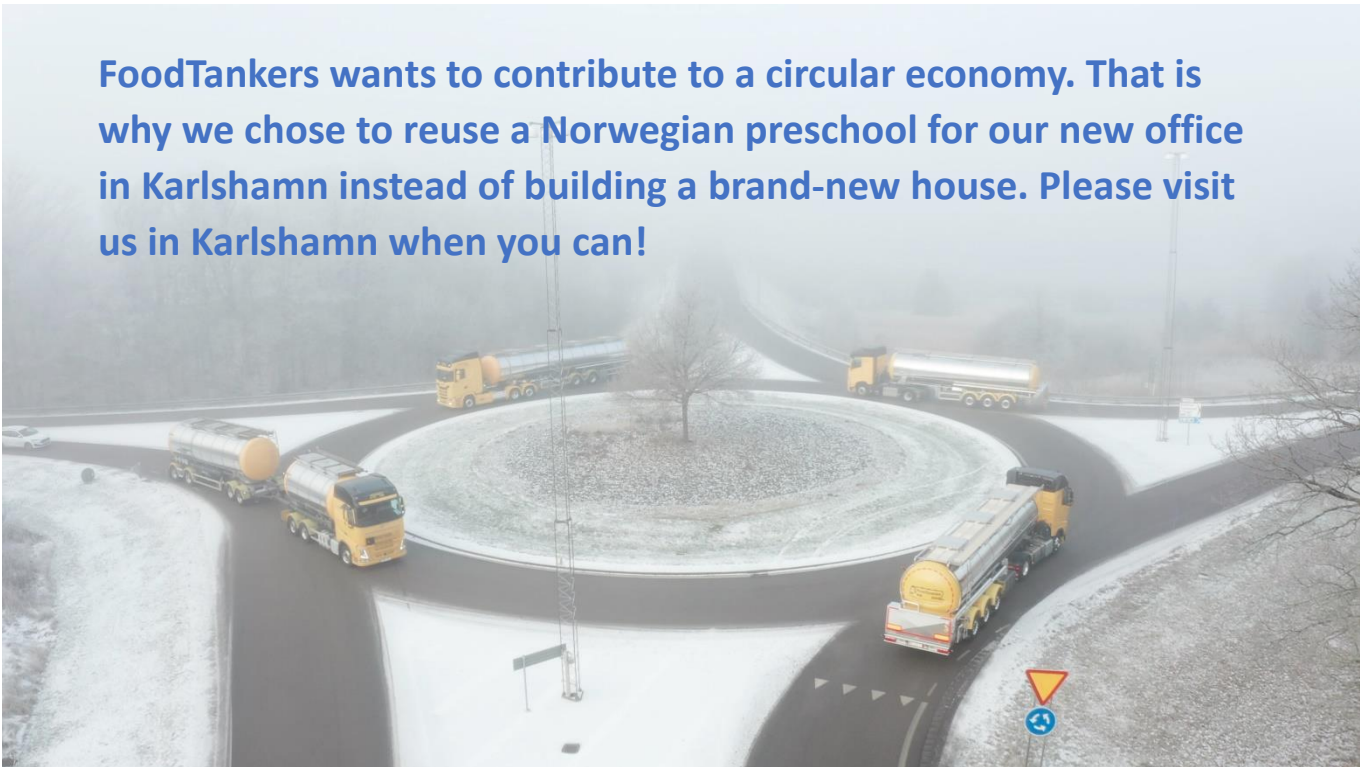
FOODTANKERS GRI INDEX 2023			
Disclosure			
GRI 1: Foundation			
Statement of use: FoodTankers has reported in accordance with the GRI Standards for the period 1 January 2023 – 31 December 2023			
GRI 1 used: GRI 1: Foundation 2021			
Applicable GRI sector standards: Not currently available			
Disclosures	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 2023 continues on next page (19)

Continuation of FoodTankers GRI Index 2023			
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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