

SUSTAINABILITY REPORT 2022  
FOR GREENCARRIER GROUP

# Our Spirit

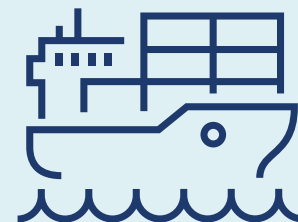


# Welcome to the sixth edition of Our Spirit 2022 Sustainability Report of the Greencarrier Group

VERSION 1.0 2022

We value your feedback and welcome questions, comments or suggestions.

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# Setting course for a new era focused on growth and sustainability

To a large extent, 2022 has been a continuation of changes initiated in the previous year. On the one hand, the disinvestment in Freight Services has been finalised with the re-branding to JAS. On the other hand, we have welcomed SOIC Global Trading to our group.

While our group evolves, grows, and takes on new forms, one thing remains constant—our relentless focus on sustainability. As our company, our employees and our customer all are a part of the same society, we must ensure that our operations are run in a sustainable way. Everything we do affect development—in one way or another.

As such, we strive to not only mitigate our impact, but rather improve the world we live in. Being a part of the Greencarrier Group makes such a commitment possible.

More specifically, there are two ideas that drives our commitment for sustainability. First, our company core values—involvement, commitment, and humour and joy—could be said to be common mindset that is the foundation in everything we do. Second, our vision creating a more sustainable tomorrow captures the goals which we collectively strive towards. These two ideas are essential for us, in order to succeed in being a sustainable company.

## **A more sustainability-focused future on the horizon**

In a way, you could argue that sustainability's 'tomorrow' is knocking on our door. We can now clearly see an acceleration on the policy side. New regulations from the EU will increase the necessity for accurate sustainability reporting.

This implies that we, at Greencarrier, also must accelerate our efforts in terms of sustainability. For 2023, a new five-year strategy will come into effect. In this strategy, we will emphasise sustainability with a clearly set sustainability goal. In short, we have the ambition to grow over the next few years and at the same time reduce our environmental impact. A considerable commitment which surely will give us plenty to do in the foreseeable future.

## **Entering the next 'sustainability era'...**

With changes in both our Group and in the sustainability sphere, we see the need for us to adapt to a new reality.

However, we are confident in that we do so well-prepared. Throughout the years we have done a lot in terms of sustainability. Together, we have the knowledge and experience to face this new era of sustainability head on.

As we enter the next stages of sustainability reporting, the way we work and report on the topic will evolve. With this sixth edition of our sustainability report, it is the last one following this format. Next year, we will see something new. Needless to say, the future is exciting.

## **...with pride of what we have achieve so far**

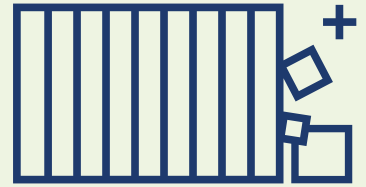
As we prepare for what is next, we have indeed accomplished a lot through the last year. As we mentioned, the group has gone through changes. We have also done a fantastic work with our Greencarrier Spirit Fund; our tool to give back to the society, people and the environment. CSR is an important part of our business, and we are happy to help improving the society and the world around us, both through supporting organisation and with our colleagues engagement.. We also see our long-term partner on the shipping side—Evergreen—continue their effort for a more sustainable shipping industry which is positive.

We hope this report will help you in understanding how we work with many aspects of the complex issue of sustainability. Or even better, inspire you, to contribute to sustainability in any capacity that fits you. Enjoy this read of Our Spirit.

*Stefan Björk*  
*Owner and founder*  
*Greencarrier Group*

# OUR GROUP





# Greencarrier – an overview

## THIS IS GREENCARRIER GROUP

Greencarrier Group was founded in 2000 in Gothenburg, Sweden. We are a family-owned group of companies with more than 40 years of history, specialising in logistics solutions.

Today we are 220 committed employees. In all, we operate in 9 countries through our four independent business areas, creating a global reach for our logistics.

Our 2022 turnover was 371 MEUR.



An independent,  
international  
logistics company  
serving the world.

## THIS IS OUR VISION

Beyond providing world-class logistics services Greencarrier also has an overarching and longer-term goal. This is expressed in our vision – creating a sustainable tomorrow.

We work with determination and a long-term perspective to create a more sustainable future, and we do this by taking action here and now.

Our mission is to be the sustainability challenger in our industry. Our expertise helps us continue to challenge our competitors, suppliers, customers, politicians and authorities to guide development in a sustainable direction. We do this by constantly developing what we offer our customers and by taking a stand and raising awareness.

# Business areas

The Greencarrier Group is a big family—with operations in nine different countries we continuously change and grow, and we have a global reach. Our motivation is to provide our customers with sustainable logistics solutions. Through our diverse portfolio of business areas, we are able to cover most needs in terms of logistics.

We see the world as a place full of possibilities. Whether you as a customer need to move your goods by sea, air, land och and end-to-end logistics solution, we will make it happen. This is based in our mindset 'Yes , it's possible!'.

### **GREENCARRIER LINER AGENCY**

Our Liner Agency is the exclusive agent for the Taiwanese container shipping company Evergreen Line, on the Nordic and Baltic markets. Through the Agency's vast experience they offer reliable sea transportation worldwide.

### **HECKSHER**

The 225-year old company is a full-service air and ocean logistics provider, focusing on operations in the Nordics and the Baltics.

### **MARITIME TRANSPORT & AGENCIES**

MTA offers global transport and logistics solution by mainly focusing on less-than-container load (LCL). They also provides multimodal transport solutions by land, sea and/or air.

### **SOIC GLOBAL TRADING**

Through one of the most successful brands in Swedish history, SOIC Global Trading provides efficient trade solutions for both producers and consumers in areas such as paper, packaging and other commodities.





# OUR VIEW ON SUSTAINABILITY





# The Greencarrier Spirit

At Greencarrier, we have developed a model for how we work with, and think about, sustainability. We call it The Greencarrier Spirit.

The model influences everything we do, every day, with the aim to act sustainable long-term. It involves how we conduct business, how we treat our employees and colleagues, how we see ourselves as a citizens in our society, and how we contribute to a sustainable development, especially for the environment. The Greencarrier Spirit is based on the UN framework, UN Global Compact. Global Compact is a framework that sets out guidelines for how companies can conduct business with consideration to human rights, employment rights, environmental awareness and anti-corruption.

We have applied this framework by developing a model consisting of four perspectives, with our core values at the center. Our values define who we are and what we stand for, which in turn, provides the foundation for our work.

## ENVIRONMENTMENT

We see environmental issues as extremely important. We need to protect and improve the environment long-term. This necessitates us to strive for the best possible environmental practices.

## EMPLOYEES

We take pride in our employees and our ambitions is to be a good employer. By investing in well-being and development amongst our employees, we get qualified and highly motivated colleagues.

## BUSINESS

By conducting business according to ethical, professional and legal standards, we are a fair and honest business partner. Moreover, we evaluate our suppliers according to the same standards. We stand for quality and personal commitment.

## SOCIETY

As a societal player, we want to be a responsible corporation. This means that we care for the world around us, and people all around the globe. By giving back we also improve as a business partner and employer.



# The Greencarrier Spirit in practice

The way we work with sustainability—the Greencarrier Spirit—takes on many forms. Our ambition is for it to transpire through everything that we do. As such, we want the Greencarrier Spirit to be seen through our work both internally and externally.





## **FOCUS OF THE HEAD OF SUSTAINABILITY**

Overall, our sustainability work is spearheaded by our head of sustainability. The responsibility for the head of sustainability is to consolidate and drive our various initiatives within sustainability. Moreover, the responsibility varies from technical aspect of sustainability such as measuring emissions, to handling corporate social responsibility (CSR) projects. Key decisions are made in agreement with senior management for the group.

## **INTERNAL FOCUS**

To succeed in sustainability it is crucial for everyone in the group to feel that they are a part of the same journey. To create a connection between employees and our sustainability effort, we have set up two activities in order to create engagement; these two are our Green Office initiative and our Green Ambassador network.

Green Office is set up as an effort to improve the local environment at our offices around the world. The ambition is to have one representative at each location.

The aim for Green Ambassador is to have a network of passionate employees that have that tiny bit of extra interest in sustainability. Together, the network can cultivate ideas that will develop the group's sustainability efforts further. The Ambassadors are also an important extension of the head of sustainability function with the group.

It should be noted that following a year where our organisation and group has undergone changes, both the Green Office and Green Ambassador initiatives have been idle. With new organisational structures in place in 2023 both initiatives, however, will get a fresh start. Something we really look forward to.

## **CORPORATE SOCIAL RESPONSIBILITY**

To give back to our society is something that is self-evident to us at Greencarrier. As a company we are indeed a part of our society; we are affected by societal development and vice versa. Fortunately, we have our Greencarrier Spirit Fund. The Fund is established as our CSR tool. 1% of our yearly net-profit is put aside to the Fund. Then, the idea is that our employees—together with an organisation and/or project—fill in an application to the Fund. From set criteria the board of the Fund subsequently decides on the fit for the application. In 2022, several interesting and important initiatives were realised.

The Greencarrier Spirit Fund Board consists of the head of sustainability, HR and our owner and chairman.

## **SUSTAINABILITY EDUCATION**

We think it is very important that our employees have an understanding about the complex issues surrounding sustainability. Thus, we provide a comprehensive sustainability course at our e-learning platform Greencarrier Academy. We make sure all new employees complete the course, as a part of their on-boarding process.

# Greencarrier's long-term sustainability ambition

Underlying the Greencarrier Spirit, is our long-term sustainability ambition. It is a set of visionary goals which serves as guidelines in our work with sustainability, in the long-run.

### **2030 – CONTRIBUTE TO THE UN SUSTAINABLE DEVELOPMENT GOALS (SDGS)**

The perhaps most important agenda, in terms of sustainability, is the SDGs, which were adopted by the UN in 2015. The SDG framework defines 17 goals that are meant to contribute to a more sustainable global development. The goals are essential to meet, as they address vital issues such as poverty, health, safety and the climate crisis.

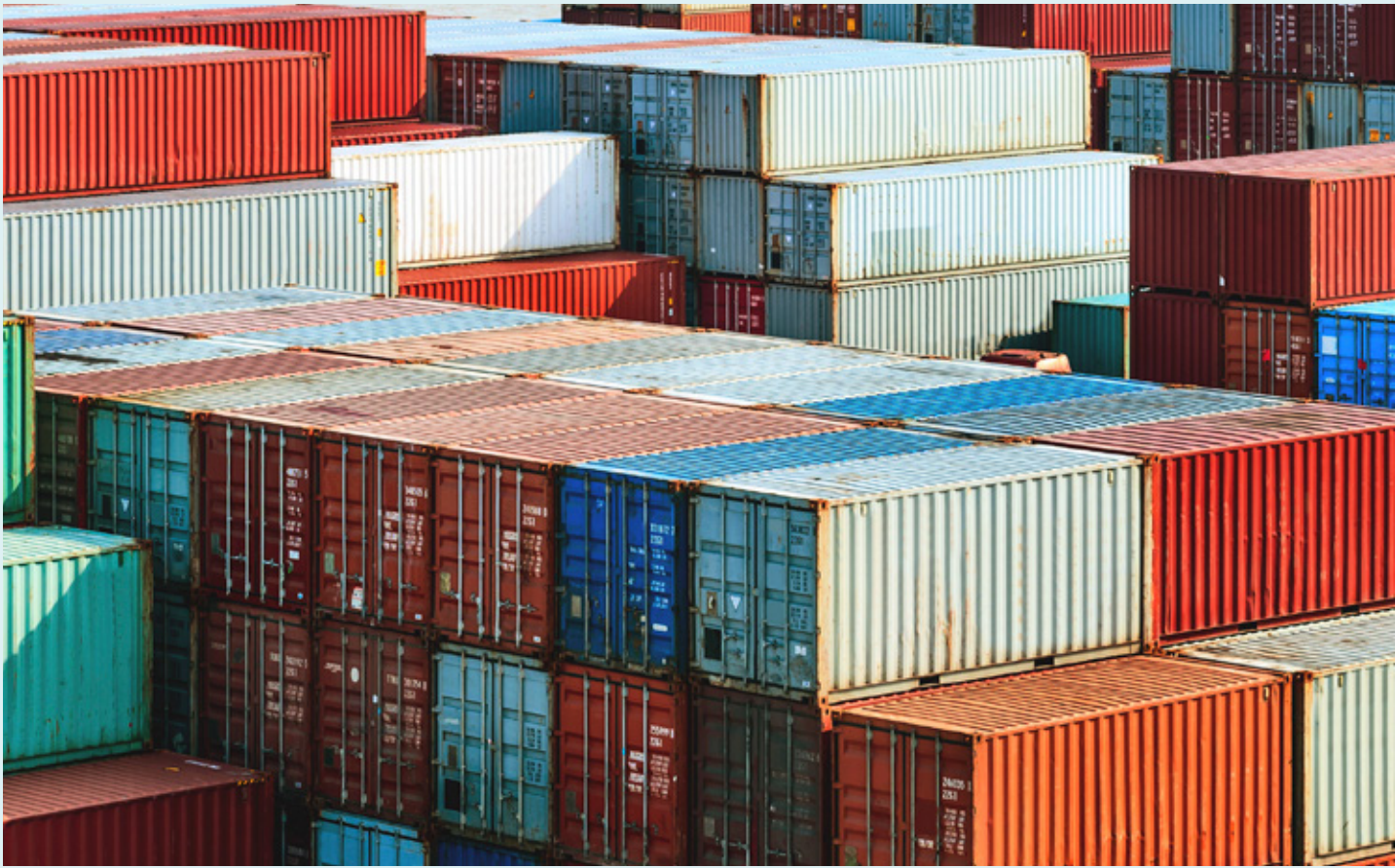
By 2030, we at Greencarrier want to be able to measure how we have contributed to the goals. We have, for the group, prioritised five goals which we will work towards. The five prioritised goals are connected to our four sustainability focus areas defined in the Greencarrier Spirit model.

### **2050 - CONTRIBUTE AND DEVELOP A FOSSIL FREE LOGISTICS SECTOR**

Becoming fossil-free is a key tasks for any industry, but perhaps even more so for logistics. The core business for our industry is to move things over distance. Hence, we have a direct environmental impact. To safeguard against this, and mitigate the ongoing climate crisis, it is paramount that emissions from fossil fuels are removed completely from the logistics chain.

### **INCREASE KNOWLEDGE ON SUSTAINABILITY**

Dealing with a difficult and broad topic like sustainability requires knowledge—and since we have to work together for a more sustainable world, each and every employee at Greencarrier must be knowledgeable about sustainability. As such, our long-term goal is to have well-informed employees who can apply their knowledge in each end of our operations.



To allow for our employees to be educated and informed about sustainability we have our internal initiatives—Green Office and Green Ambassadors—as a tool. We also do sustainability training during our onboarding of new employees through Green Academy. Our internal communication platform, Greenroom, is continuously updated with all types of news concerning sustainability. The head of sustainability is part of several networks dedicated to sustainability; this knowledge is then passed onto Greencarrier and its employees. With these measures in place, we will not only be able to deliver logistics solutions in the best possible way, but also do it in a sustainable way.

## **INFLUENCE THROUGH OUR OPERATIONS**

Through evaluating our suppliers and pushing sales of sustainable logistics solutions, we influence the logistics market to become more sustainable. By challenging ourselves, we can adapt our offer to our customers. In doing so, we want to influence, and inspire, the logistics industry to set out on a more sustainable path in the long-run.

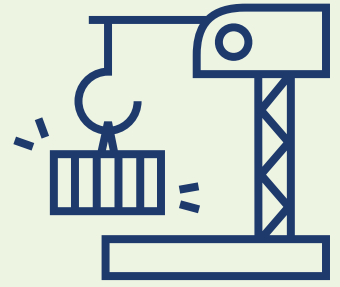
## **REDUCE OUR EMISSIONS**

We strive to reduce our relative emissions of greenhouse gases from our products and offices (and essentially in everything we do). By relative emissions we mean the emission from each individual shipment should be reduced, even though our absolute number of shipments may increase over the next few years. This ambition will also be integrated in our next five-year strategy, set to be in place during 2023.

# SUSTAINABILITY FRAMEWORKS







# United Nation's Sustainable Development Goals

In our ambition to work towards a more sustainable society, we adhere to the perhaps most well-recognised sustainability framework, UN's Sustainable Development Goals. More specifically, the Greencarrier Spirit Board have previously reviewed all 17 goals and prioritised those which align with our operations. As such, we have prioritised five goals which relate the most to our Greencarrier Spirit Model.



### **GOAL 7 - AFFORDABLE AND CLEAN ENERGY**

We aim to develop our transportation products towards an increased use of clean energy. Moreover, we prioritise the use of clean energy in our facilities, through our Green Office initiative.



### **GOAL 12 - RESPONSIBLE CONSUMPTION AND PRODUCTION**

When developing our products and offers for our customers, environmental responsibility should always be top of mind. We ensure recycling and waste management at our offices and external events such as conferences.



### **GOAL 8 - DECENT WORK AND ECONOMIC GROWTH**

As a private company it is self-evident that we run the company on the premise to grow. However, the generated economic growth of the company must be sustainable. We think that being an attractive employer, by creating the best working environment for our employees, is a way to contribute to growth in a sustainable manner.



### **GOAL 13 - CLIMATE ACTION**

Perhaps most vital for an organisation such as ours, operating within logistics, is to urgently reduce our emissions of greenhouse gases. This can be done in several ways; not only by promoting sustainable practices in our offices, but to continuously develop our offer by introducing more sustainable packaging of our offer to the end-customer. We must as a group within logistics promote sustainable transports by land, air and sea to mitigate emissions.



### **GOAL 10 - REDUCED INEQUALITIES**

For us, it is crucial to maintain an inclusive work place, where all people are treated equally. Regardless of gender, origin, religion, age, sexual orientation no one at the Greencarrier Group should ever, at any point, feel discriminated or marginalised.





# UN Global Compact

Perhaps less recognisable than the UN SDGs are the ten principles defined by another UN framework, namely the UN Global Compact. Global Compact's is a value system consisting of principles aimed at human right, environment, labour and anti-corruption. In contrast to UN SDGs, the Greencarrier Group work with UN Global Compact indirectly. The framework has been refined into our own model, the Greencarrier Spirit Model.

### HUMAN RIGHTS

#### Principle 1

Businesses should support and respect the protection of internationally proclaimed human rights; and

#### Principle 2

make sure that they are not complicit in human rights abuses.

### LABOUR

#### Principle 3

Businesses should uphold the freedom of association and the effective recognition of the right to collective bargaining;

#### Principle 4

the elimination of all forms of forced and compulsory labour;

#### Principle 5

the effective abolition of child labour; and

#### Principle 6

the elimination of discrimination in respect of employment and occupation.

### ENVIRONMENT

#### Principle 7

Businesses should support a precautionary approach to environmental challenges;

#### Principle 8

undertake initiatives to promote greater environmental responsibility; and

#### Principle 9

encourage the development and diffusion of environmentally friendly technologies.

### ANTI-CORRUPTION

#### Principle 10

Businesses should work against corruption in all its forms, including extortion and bribery

# ENVIRONMENTAL SUSTAINABILITY





# Greencarrier Liner Agency

With Greencarrier Liner Agency we have the opportune role to be an exclusive agent in the Nordics and the Baltics for one of the largest container shipping lines in the world—Evergreen. In the role as an agent we are very much linked to the work and ambition of our principal shipping company. Fortunately, Evergreen is a shipping line that takes the issue of sustainability and environmental challenges seriously.

### **CHALLENGING GLOBAL MARITIME TARGETS**

On a large scale, the shipping industry has a considerable impact on our environment. The International Maritime Organization, IMO, estimates that almost 3% of global emissions of greenhouse gases are generated by shipping. In turn, the IMO has set a target of a 50% reduction of CO<sub>2</sub> emission from shipping by the year 2050. However, Evergreen's target in reductions of emissions is far more ambitious. Evergreen

aims to be carbon-neutral by 2050. Furthermore, the shipping giant aims to reduce their carbon emission with 50% by 2030.

We, at Greencarrier Group, are happy to see that our principal Evergreen's targets are more ambitious than global regulatory framework's. Being such a vital, and big player, in global container shipping, it is imperative that they take their responsibility. And as agent, it is by extension part of our environmental responsibility too.

## CONTAINER SHIPPING - THE SUSTAINABLE OPTION

While each individual ship in global maritime logistics has their given amount of emissions, container shipping in itself has a positive environmental advantage compared to other modes of transport.

If one look at comparative modes of transport such as by road or by air, large ocean-going container vessels has a considerably lower g CO<sub>2</sub>/tonne km (the amount of CO<sub>2</sub> a transport emits in order to transport one tonne of goods one kilometre). Air cargo has about 400 times more g CO<sub>2</sub>/tonne km than maritime transport, and the respective figure for truck transports is about 100 times more.

In discussions on Greencarrier Group's future key metrics in our environmental work, we have identified g CO<sub>2</sub>/tonne km as the most important for us—operating in global logistics—to reduce. In our future work with this KPI, it is important that our principal, Evergreen works tirelessly with mitigating their emissions—which they fortunately do.

## IMPLEMENTED SOLUTIONS

In terms of reducing the environmental impact from the fleet, Evergreen has implemented a series of measures.

### Reduced cruising speed

By slowing down ships during ocean voyages, the fuel consumption can be kept on a lower level. Lower fuel consumption means lower emissions.

### Monitoring engine efficiency

Through a continuous monitoring of the engine performance and fuel consumption, ships can be at a maximum performance at all times, which in turn ensures efficiency of the vessel.



Evergreen aims to be carbon-neutral by 2050.

### Smart weather navigation

Weather on the oceans affects performance. As such, it is vital to navigate with regards to the current weather situation and choose the route that can reduce fuel consumption.

### Efficient port stays

When a ship has made port, it uses up quite much energy for port operations. However, implementing more efficient cargo handling makes for more efficient port stays. Shorter time periods in port reduces emissions.

### Efficient cargo planning

Utilising more efficient cargo planning, the economic returns are maximised for each voyage.

### Anti-fouling measures on hulls

Fouling has negative impact on ships when it grows on the hulls. By developing and applying special anti-fouling paint on ships' hulls, drag is reduce and fuel consumption increases can be mitigated.



# 57,5%

Reduction in CO<sub>2</sub> per TEU km achieved by Evergreen between 2008 and 2021

### Creating a younger fleet

Old vessels are constructed in accordance with older environmental regulations. Through replacement of older ships, the fleet becomes more modern. A modern fleet implies a more efficient and environmentally friendly fleet, which meets new standards and regulations.

In addition to the measures taken to ensure an efficient fleet, onshore operations are also overlooked. In Taiwan's largest port, Kaohsiung, Evergreen is overseeing their operations in the terminals in order to make it more efficient and to mitigate emissions.

### NOTABLE RESULTS

A lot of sustainable measures has been put in place, with more to come in the future. As such, it can be of interest to take a look on performance so far. Evergreen compiles, annually, the CO<sub>2</sub> emissions from their operations.

Calculating the total CO<sub>2</sub> emission for all of Evergreen's operations, and then divide the number of total TEUs shipped by that number there is a notable trends over the last decade.

g CO<sub>2</sub>/TEU km has been reduced each year (with a slight increase during the end of the covid-19 pandemic, which caused less-than optimal performance for container shipping). During the comparative year 2008-2021, Evergreen has reduced their emissions, expressed as g CO<sub>2</sub>/TEU km by approx. 57.5%.

### CONSTRUCTIVE DIALOGUES

As Evergreen liner agency in the Nordics and Baltics, Greencarrier Liner Agency still maintain a very good, and close relationship to our partner. We are continuously being updated on their work with sustainability. Through their continuous efforts to improve, we set high standards on ourselves.

It is a crucial that we can ensure efficient imports and export, and fill up the vessels, and at the end of the day, make Evergreen an even more attractive shipping line. This is also here our vision comes into play. We make our own brand, and the Evergreen brand, more attractive when we provide the customers with personalised service, and each of us are accountable for the customer relations.

# Maritime Transport & Agencies

Our business area Maritime Transport & Agencies environmental work comes from the very business idea itself.

What MTA does is to consolidate shipments into so-called less-than-container-load (LCL). Instead of shipping air in half full containers, MTA coordinates so that shipments of less volumes are loaded together in the same containers. In doing so, containers, and by extension, ships, are better utilised and more efficient in their transports.

### **OPTIMISING CONTAINER SPACE**

Essentially, LCL shipping is about optimising space in the shipped containers. It is quite self-evident that loading a TEU with a smaller shipment, that takes up for example less than half the volume is inefficient. What MTA does is to consolidate shipments, going to the same destination(s) into the same container.

With containers utilised closer to their maximum capacity, we can achieve a higher efficiency in ever shipment. Also, container ships are obviously more efficient if all of their loading capacity is used. Empty mileage is something that logistics supply chains must avoid. Arguably, the notion of LCL is based on the idea of more sustainable logistics solutions.

### **MEASURING AND SETTING TARGET FOR SHIPMENTS**

At MTA, we are constantly thinking about the quality of our services. The ambition is to reduce empty mileage for each shipment to the largest extent possible. As such, a target of 80% of volume utilisation is set as our main-target.

The performance of our operations is closely monitored, in order for us to ensure that we meet our set target. With constant evaluation of the data we can optimise our operations.

### **SUPPLIER SCREENING**

To be able to work with the markets best and most trustworthy suppliers, we perform biannual





supplier evaluations. The supplier must be up to our standards to ensure that we deliver services of the highest possible standard. We believe that working with suppliers of the highest standard have implications in terms of sustainability. Together we can work closely with our suppliers to develop services, adapted to a future where the environment is crucial to protect. It is of uttermost importance that we work for more sustainable and efficient logistics solutions.

#### **EXCITING FUTURE AHEAD**

There are exciting times ahead for MTA—both in terms of the organisation and sustainability. With regards to sustainability, the plan for 2022 is to integrate the logistic system with EcoTransIT (a tool for emission calculations). Once in place, MTA will be able to measure emissions for all shipments. With improved measuring we can identify where reduction is needed.



**With containers utilised closer to their maximum capacity, we can achieve a higher efficiency in every shipment.**

# The benefits of MTA's expertise—LCL

As an experienced shipping company, we know cost-efficiency and on-time deliveries is a priority. Here, we share six key facts about LCL shipping every company should know – and how it may benefit you.



### **1. LCL IS PERFECT FOR SHIPPING SMALLER GOODS VOLUMES.**

LCL is short for Less than Container Load and is basically container-sharing. Individual consignments are combined to make up a Full Container Load (FCL). The individual consignments are consolidated at the departure point, and the container is then shipped to its destination port. On arrival, the shipment is split back into its original consignments for onward delivery to each destination. If you are a small or midsize business that does not have enough goods to fill an entire container, LCL is the perfect shipping option for you.

### **2. YOU CAN SAVE MONEY WITH LCL SHIPPING.**

LCL shipments are sometimes referred to as a stopgap solution. But LCL is actually a more economical option a lot of the time. LCL allows for savings on freight costs as the cargo is shipped at lower costs. Shipping smaller volumes also means less storage space, lower risks, and speedier inventory turnover. All these things have an impact on your financial results that, ultimately, allow you to save money.

### **3. LCL BENEFITS ALL COMPANIES WITH TIME-CRITICAL SHIPMENTS.**

LCL shipping is used across almost all industries and businesses – and you can ship almost any kind of cargo. The reason many companies use LCL is they have smaller goods volumes that need to be shipped regularly – however, they do not have the time to wait until they have enough goods to fill an entire container. LCL consolidation simply allows these companies to ship their time-critical cargo without having to wait.

### **4. LCL IS A FLEXIBLE SOLUTION FOR ON-DEMAND PRODUCTION.**

Today, production lines are leaning towards an on-demand approach. Product lifecycles are shorter, and warehousing and storage spaces are less readily available. In response to rapidly changing customer demand, stock levels are kept to a minimum. LCL is a flexible solution that goes well hand in hand with the modern on-demand production approach.

### **5. SHARING CONTAINERS MEANS CARING FOR THE ENVIRONMENT.**

They say sharing is caring, which is true, especially when it comes to moving goods. Today, there is an overcapacity in the container segment, meaning empty containers are being shipped overseas. Shipping empty containers is hugely wasteful and not very eco-friendly. Sharing space, however, contributes to a greener environment as it means no empty mileage and lower emissions.

### **6. LCL CAN HELP REDUCE ISSUES ON EUROPEAN ROADS.**

Over the past years, freight volumes have increased on European roads. This has led to heavy congestion, decreased road safety, traffic delays, and strains on the roads. Moving goods volumes from road to sea – using LCL to optimise container space, decreasing the number of heavy vehicles on the roads – can help reduce these issues. This would contribute to smoother traffic flows, safer driving, on-time deliveries and less wear and tear.

# Hecksher

Needless to say, with an organisation dating back to 1797, Hecksher is certainly an experienced player in the world of logistics solutions. Through the vast experience, Hecksher can offer customers sea freight, air freight, project logistics and value-added services. Indeed, a holistic logistics partner. And while we want to offer broad solutions for the customers, we aim to do it in the most sustainable way possible.

### **EFFICIENT LOGISTICS TO REDUCE EMISSIONS**

Our ambition is to be a competence partner providing optimised logistic solutions and suggesting more sustainable alternatives when available. We always strive to reduce empty mileage in our shipments and optimising routes, and by this we lower emissions.

One example is that a majority of our cargo via the Port of Gothenburg are shipped inland via rail, which significantly reduces emissions compared to regular road traffic.

### **SELECTED SUPPLIERS**

To be able to work with the markets best and most trustworthy suppliers we perform biannual

supplier evaluations. The suppliers must be up to our standards to ensure that we deliver services with the highest possible quality. We work closely together with our suppliers to develop the services of the future and work for more sustainable and efficient solutions.

### **CO2 EMISSION REPORTS ACCORDING TO VERIFIED STANDARDS**

At Heckscher we track all CO2 emissions from our customers' transports and can offer emission reports to you as a customer. The calculation is done in CO2e (Carbon Dioxide Equivalents) with EcoTransit, whose emission calculation is compliant to the EN16258. This is a common methodology for greenhouse gas emissions related to transport services.



During 2019 Eco Transit was also the first emission calculation tool to become compliant to the GLEC (Global Logistics Emissions Council) framework.

#### **ISO CERTIFIED**

Hecksher is an ISO 9001 and 14001 certified company in Sweden, where we have our head quarters. The ambition is to include all our countries within short.

Working with constant improvements according to their process is an integrated part of our daily work and actions.



**At Heckscher  
we track all CO2  
emissions from  
our customers'  
transports.**

The background of the image is a photograph of ocean waves, with white foam and deep blue water. A solid green rectangular box is centered over the image, containing white text. The text is arranged vertically, starting with the chemical formula CO<sub>2</sub>, followed by NO<sub>x</sub>, then SO<sub>x</sub>, and finally the word EMISSIONS in all caps.

CO<sub>2</sub>

NO<sub>x</sub>

SO<sub>x</sub>

EMISSIONS

# Hecksher set to provide emissions reports

As a step in the environmental work at Hecksher, it has been decided that emissions reports will be sent out to our customers.

We believe that by visualising emissions we, together with our customers, can more clearly identify where we need to improve. Visualising in itself also raises awareness concerning pollution in general—an awareness much needed as we face an ongoing climate crisis.

Through our emissions calculation tool, EcoTransIT, mentioned above, we are able to extract specific key metrics for emissions. CO<sub>2</sub>-equivalents, absolute CO<sub>2</sub> emissions as well as SO<sub>x</sub> and NO<sub>x</sub> are all possible to measure in the

tool. The two latter gases are more prevalent in sea freight, and are thus important to measure.

For 2023, we are set to compile the first set of reports that will be sent out to customers, as a part of their sustainability work. We are confident that the demand for emissions reports will only increase in time. However, at Hecksher we want to be one step ahead in our sustainability work. That is why we will provide our customers with the reports proactively.



GLOBAL  
TRADING



# SOIC Global Trading

Following the acquisition of the SOIC brand in 2021, we started up our new trading company in 2022. The name for the new company is SOIC Global Trading. Through our newest family member, we aim to establish a trading house with sustainability as a top priority. As such, SOIC Global Trading will be an independent, Sweden-based partner in global forestry products.

### **RESUMING HISTORY**

The Swedish East India Company (Svenska Ostindiska Companiet, SOIC), and the ship Götheborg of Sweden were both purchased in 2021. Both SOIC and the ship are historic symbols for trade. SOIC, one of the most successful companies in Sweden's history, was founded in 1731. Trading commodities with the Far East, the company owned and operated nearly 40 vessels and completed over 130 voyages, mainly to China. The company's operations ceased in 1813. Today, we are proud to resume this historical trade tradition, adapted to the 21st century.

### **SUSTAINABLE FORESTRY**

Forestry is definitely an industry that has considerable environmental effects. Products from forestry serves many purposes and are widely used in many subsequent industries. When SOIC Global Trading is entering the forestry market, we do so with sustainability as a top-priority. The quality and sustainability of our traded products is what sets us aside as a responsible actor in the forestry market.

### **CERTIFICATIONS TO LEAD THE WAY**

In late 2022, SOIC Global Trading management will acquire certifications that testifies that the forestry operations that we are involved in, are affect to the least possible degree.

More specifically, the aim is to acquire two certification. One is Forest Stewardship Council's FSC certification. This certification implies that we are supporting responsible management of the world's forests. The responsibility accounts for both environmental and social sustainability.

The second certification comes from the Programme for the Endorsement of Forest Certification. The certificate, PEFC indicates that we support sustainable forest management and that it is verified with a third-party.

We hope that through our certification, we emphasise that we are a reliable and sustainable partner in sourcing, trading and shipping products from the forest industry. As such, we are also proud to carry on the legacy of SOIC in a sustainable way.

# Götheborg of Sweden

Formerly a part of the SOIC brand, but now an independent company in the Greencarrier Group, stands the ship Götheborg of Sweden. In 2022, we received the sustainability report for Götheborg's operations. It is quite clear that following the old ways—by using the wind—shipping can indeed be sustainable. Sails might just be the way forward for shipping.

### **A PROUD HISTORY**

Götheborg is a big piece of the city of Gothenburg's history retold. She is a 1:1 replica of the historical ship who bore the same name. Sailing for the Swedish East India Company in the 1700s, she was a vital part of the success story of the trading house.

The 132 voyages made during SOICs golden days very much made Gothenburg into the city that it is today. To carry on such a legacy today is a privilege.

### **OLD WAYS TO INSPIRE FUTURE SHIPPING**

When we received the 2021 sustainability report for Götheborg, one thing was notable. Merely 18% of the entire operation's emissions came from fuel consumption (scope 1 emissions). This is despite regulations that ban sailing within ports. As such, when being on the long ocean stretches, the option to use her sails is quite sustainable.



Today we see that the global shipping industry has considerable effects on the climate. About 3% of global greenhouse gas emissions comes from shipping. Many shipping companies are investing considerable amount of money in finding new, more sustainable ways of propulsion. Götheborg, with here sails, might just serve as the inspiration that is much needed. And interestingly enough, we can now see modern shipping companies experimenting yet again with the possibility to utilise sails in order to be more sustainable.

Sometimes to think new is not the only viable forward; at times history can teach us quite a lot.



**Götheborg, with here sails, might just serve as the inspiration that is much needed.**

# SOCIAL SUSTAINABILITY





# Employeeeship at the Greencarrier Group

Without our employees we would not be the company we are today. At Greencarrier Group we aim to employ the best people and to be the best workplace. Our ambition is to be the most attractive employer in our industry. Being a part of the Greencarrier group is also to be a part of what we call ‘employeeeship’.

As an employer we are responsible for making this happen by creating the right conditions and by developing our employees and company. At the same time, all employees at Greencarrier have a great responsibility in this ambition as well. Together everyone at Greencarrier shape the company and our culture, and this is the foundation for our success. That is what we call employeeeship.

## **SHAPING THE GREENCARRIER CULTURE**

When we ask our employees: “What is the best thing about working at Greencarrier?” we often get the answer: “The culture, the people and the atmosphere”, and we agree that this is what it is all about.

Each day all our employees contribute to building our culture, and everyone in Greencarrier has an important role to play in creating the best workplace. To our help we have our core values. They define who we are and what we stand for, as well as what we believe in and consider to be important.

By sharing values within Greencarrier we create a better understanding for each other, and we

improve our communication. This common ground can help us trust each other and will improve our cooperation when we work together to reach our goals. When we make decisions and work together, we do it according to our shared values.

## **TRUST AS THE FOUNDATION**

Trust is the key for an open and honest work environment and the foundation of all relations. At the workplace this includes relations with colleagues, customers and other partners. At Greencarrier we strive to be open and honest with each other. This also includes helping each other improve and making each other better.

## **FEEDBACK HELPS US IMPROVE**

We look at feedback—both praise and on improvements—as something good, something that brings us more self-awareness. Feedback is an opportunity to learn and develop on a personal level. We want everyone in Greencarrier to feel that they can give and ask for feedback.

We encourage our employees to be active, dare to take initiatives and share ideas on how we can improve.



# Practices for an attractive workplace

Greencarrier is an international, privately owned company characterised by our wish to challenge ourselves and the market and our ambition to develop and grow as a company. This provides plenty of opportunities for our employees to develop and grow together with us.

**Our group Human Resources (HR) strategy combined with HR strategies for each business area set out the direction for our work.**

## **DEVELOPMENT AND CAREER OPPORTUNITIES**

We are proud of our skilled and dedicated employees. We want everyone to be involved and we encourage our employees to take on new challenges, this is part of our culture and mindset. All our open positions are advertised internally.

We provide development opportunities, both in the form of training/education and possibilities to change your role or location within the group. Our dedicated HR department, together with our management, facilitates career opportunities. Over the years they have supported many people that have changed positions within the group.

Appraisals are conducted by managers each year, according to a group common standard and each employee have an individual development plan.

## **EQUAL OPPORTUNITIES TO EVERYONE**

Greencarrier's standpoint is that all human beings are of equal value and we aspire to ensure fair and equal conditions between individuals and groups.

No person is to be discriminated on the grounds of ethnic background, religion, physical or mental disability, age, gender or sexual orientation.

During 2022 our work force consisted of 55 percent female employees, and 23 percent of our managers were female. We strive to increase the number of female managers, with a long term ambition to reach an equal balance of female and male managers.

## **RECRUITING**

The basic human values of equal opportunities, as well as the Group's three core values—humor & joy, commitment and involvement—are to be considered in all recruitments. We want our recruitment process to be personal and respectful to everyone. Cultural match is a very important part of all hiring, and our candidates meet several Greencarrier employees before they are hired to ensure that we share values and that Greencarrier is a place where they would enjoy working.

We are present at different recruitment events at Universities and take part in different labour market programs. We also welcome a number of trainees each year.

## **WELCOMING NEW EMPLOYEES**

All employees get an introduction to Greencarrier according to an introduction process. This allows our new employees to feel welcome, to learn about the organisation, to know what the expectations are of their position/role, and in general what they need to know to become an integral part of Greencarrier.

## **LONG TERM RELATIONSHIPS**

Our ambition is to create long term relationships with our employees and keep our employee turnover low. When employing new colleagues, we have a long term approach where we look more into "cultural fit" than just the current role. We are very positive to welcoming trainees also with long term approach and with the aim that the trainee will become an employee. We see internship as a development journey.

## **HEALTH AND WELL-BEING**

All our offices are functional and located in safe areas. We work systematically to provide a safe and satisfying work environment, to ensure the prevention of occupational accidents and ill health. To contribute extra to the well-being of our employees we have a number of activities in place, such as health care contributions and insurances. In 2022 we had another very popular Health Challenge to encourage movement and team spirit, following last year's success.

## **LEADERSHIP**

Good leadership enables our employees to develop and excel at what they do, which leads to motivated employees and consequently happy customers and a successful, sustainable company. All our managers are part of a leadership training program. Also, our leadership is evaluated in our annual employee surveys.

## **EMPLOYEE FEEDBACK**

Our employee surveys are conducted on a regular basis. They give us important information on how we can continue to develop. We do the survey yearly, and follow up with pulse surveys several times a year.

# Culture Heroes and Culture Days

Making the Greencarrier Group an attractive employer is extremely important for us. Two concepts is seminal in helping us achieve this; our Culture Heroes and our Culture Days.

### **GREENCARRIER CULTURE HEROES**

Together we shape the company and our culture, which is the foundation for our success. It is therefore important that we live and breathe our values to help us make good decisions and act in a Greencarrier way.

Through the Culture Heroes initiative employees can nominate a colleague they find representing our values, and contributing in creating a attractive workplace to be a Hero. In the nomination process, the nominated colleague is described in relation to any of our three culture values, commitment, involvement and humour and joy.

In 2022, 67 nomination were handed in. An good number considering the total number of employees in the group. Eventually, three employees were chosen as the 2022 Greencarrier Culture Heroes.

So, we send out a big congratulation to Albin Larsson at Greencarrier Liner Agency Sweden, Mads Henriksen MTA Denmark and Simonas Rimkus, Greencarrier Service Center Lithuania—all whom contribute to make Greencarrier Group an even better workplace. We look forward to even more nomination in 2023.





### **GREENCARRIER CULTURE DAYS**

Our Greencarrier Culture days is one way for our employees to learn more about our ambitions with Greencarrier Spirit. We discuss our brand and mindset and how this is connected to our values and work with sustainability. The work with our Culture Days is ongoing and never stops.

During 2022, three Culture Days were held. Twice, the Culture Days were held together with kick-offs; these were at Hecksher and MTA respectively. A third Culture Day was held at the service center in Klaipeda, Lithuania.



**Together we shape the company and our culture, which is the foundation for our success.**

# Greencarrier Spirit Fund

A big part of our work for a sustainable society is driven by our Greencarrier Spirit fund, where our employees can apply for funds with their own CSR projects. Our projects include a wide range of supported organisations as well as personal involvement from our employees.

Each year, we set aside one percent of our yearly profit in our Greencarrier Spirit fund and all our employees are welcome to apply for money and start up their own local CSR projects.

### CRITERIA FOR GREENCARRIER SPIRIT PROJECTS

We don't distinguish between big or small projects, local or global projects – as long as they live up to two or more of our set criteria. The project should:

- Focus on improvements for the environment.
- Be related to our business and knowledge of the industry, or involve cooperation with a customer.
- Be a long-term commitment.
- Have a connection to the local countries, regions or cities where we have our offices.
- Enable involvement of our employees, rather than just donations.
- Contribute to our prioritised Sustainable Development Goals from the UN.

If the project involves supporting an organisation, we should be able to ensure that the money is used correctly.

### CSR REFLECTING THE PASSION OF OUR EMPLOYEES

All of our employees around the world can apply for money from the fund, by filling in a simple form and send it to our Greencarrier Spirit Board. Each application will be discussed by the Greencarrier Spirit Board and feedback is given as soon as possible so that no project has to wait.

Over the years, our employees have passionately turned money from the Greencarrier Spirit Fund into several successful and rewarding projects

### OTHER SOCIAL ACTIONS

In addition to all our CSR-projects, part of our role as a corporate citizen is included in our Human Resources strategy to be involved with schools and welcome trainees each year. We also support a number of children sport teams and other initiatives, as part of our local sponsorship activities.

# Selection of Greencarrier Spirit Fund projects in 2022

## UNHCR

Following the devastating attack on Ukraine, in early 2022, thousands people were left in an acute situation. Moreover, a considerable number of people were forced to leave their homes and became displaced. UNHCR helps displaced people. Twice during 2022 we allocated funds for the organisation, in order to help people suffering from the war.

## RÄDDNINGSMISSIONEN

The Gothenburg-based organisation, Räddningsmissionen, has a holistic approach to social sustainability. They help homeless people, refugees, victims of trafficking, people in poverty, people with incarcerated family members, people with substance abuse etc. Indeed, they have an important role in helping people that need it the most. Together we have a long-term, strategic partnership, financed through the Fund. In addition, we also participated as a partner in their annual campaign, Giving Tuesdays, which is an initiative to sponsor breakfasts for homeless people.

## MERCY SHIPS

Provision of surgical and medical assistance can be life-saving. This is exactly what Mercy Ship does in developing countries where access to surgery is near impossible for people to get. They focus especially to women and children in the sub-Saharan Africa, where they send their two hospital ships. At the completion of their new ship, Global Mercy, at an event in Rotterdam, we made a donation to their important work. We also made a donation on Cargo Day in November.

## WWF

As a part of our social sustainability work, we encourage our employees to participate in our annual health challenge. The employees then vote on which organisation we want to help with funds. The amount is decided by the result of the health challenge. For 2022, the participants gave their support to WWF. The organisation work for protection of wildlife and the environment, and aim to mitigate the effects on nature from the ongoing climate crisis.

## PLAN INTERNATIONAL

Every year, Greencarrier hands out a Christmas donation to an organisation of choice. Last year, the organisation Plan international received our Christmas gift. Plan International works for the right and equality for children, and especially for girls, in developing countries. Through our donation, we give girls the access to education, and the possibility to lead a dignified and empowered life.

Räddningsmissionen



# GOVERNANCE





# Leadership

2022 was indeed a year of changes for the Greencarrier Group—even on the management side of things. During the fall, our CEO stepped down. Instead of recruiting a new person for the position, the role has since been replaced with our Group Management Team. The team consists of our owner and chair of the board, global HR, the head of people and culture, CFO and CEO of one of our business areas.

### **LEADERS AS ROLE MODELS**

Great leadership is an important part of realising our vision, creating a more sustainable tomorrow. It is vital that the leaders of the Greencarrier Group act as good role models of all employees. As a minimum, our leader should showcase a high level of trust and transparency.

Through trust we create strong relationships between our leaders and our employees. The employees must have confidence in their leaders, and their decisions. We believe that trust is built on a confidence among the people working for the Group.

Transparency is important in creating a feeling that we are all part of the same workplace. By keeping our employees informed about the latest developments in our group, we ensure that every employee is up to date with all our operations.

### **LEADERSHIP EVALUATION**

As a part of building trust and ensuring transparency, it is also important that our

leadership gets relevant feedback. This is done through our annual employee survey. The survey evaluates the well-being among our employees, their current workload, their understanding of our Group's strategy and how collaboration is working with team members and managers. Hence, the survey is a tool for our employees to give feedback on management, and to give their understanding of the company's strategy and goals.

### **LEADERSHIP TRAINING**

All leaders at the Greencarrier Group should participate in our global training which includes a leadership programme. The overall goal of the leadership programme is to develop our leaders and to help them understand how to create value by working with and through others, in accordance with the Group's core values. It provides practical tools and methods which can be implemented in the daily work. Our leader should live Greencarrier's culture to achieve results.

# Global policies

For us at the Greencarrier Group, it is of extremely important to be a sustainable, responsible and transparent company and employer. We want to conduct business in an ethical and correct way, at all times. To achieve this, we have set up a series of policies that guide how we as employees at Greencarrier should conduct ourselves. Below we highlight our most important policies.

### **CODE OF CONDUCT**

Our code of conduct includes a number of parameters we must consider, and follow, as employees of the Greencarrier Group. Here follow our most important parts of our code of conduct.

#### **Human rights**

We recognize our responsibility to observe Human Rights that apply to our performance toward communities in which we operate and towards our business partners and employees. We treat all persons equally, with dignity and respect, regardless of their race, colour, religion, sexuality, age, gender, nationality or disability. Greencarrier respects the rights and cultural practices of people in the countries in which we operate.

#### **Internal relations**

At Greencarrier, we have created a corporate culture marked by an open dialogue, mutual respect, commitment, involvement and a structure designed to maintain and develop our competences. Our corporate culture promotes and encourage diversity and assures strong employee participation at all levels. We provide equal employment opportunities to all employees regardless of age, race, color, gender, nationality, national origin, marital status, medical condition, mental or physical disability, sexual orientation or religion and do not allow discrimination or harassment of any kind.

The Greencarrier Group takes a great distance from both offensive treatment and harassment. We expect all our employees to share the same point of view and contribute to a positive work environment where we show respect for each other's differences. Deliberately violating or harassing a colleague is an act that violates the employment contract.

#### **Business partner relationships**

The relationships with our partners are based on the principle of fair and honest dealings at all times and in all ways. We take pride in what we do, and we are committed to align all our activities with the principles that are integral to our organisation: integrity, trust, transparency and accountability. Greencarrier specifically requests its partners to extend the same principle of fair and honest dealings to all others with whom they do business, including employees, subcontractors and other third parties.

#### **Health and safety**

We shall always provide a safe and healthy workplace for all of our employees. As a minimum, we shall comply with laws, ordinances, regulations and other requirements.

Greencarrier always strives to work preventive regarding health and safety in a systematical way in order to control the wellbeing in both physical and psychological manners. We are committed to

continual improvements and we provide training and education opportunities for employees that support their work plans. We follow all relevant employee legislations and regulations in all countries where we operate.

## **ANTI-BRIBERY AND CORRUPTION POLICY**

Perhaps one of the most fundamental guidelines in when conducting business is to do it ethically. This is addressed in our anti-bribery and corruption policy. The policy applies to all employees, directors, agents, consultants contractors or any other people or bodies associated with the Greencarrier Group.

The policy is set so that we do not adhere to any immoral actions in our work. It stipulates that we do not tolerate bribes or corruption in any way. It is the responsibility of all employees to report if misbehavior is observed.

## **COMMUNICATION POLICY**

Our communication aims to build the awareness of our brand and our company, including who we are and what we stand for. The foundation for all our communication is our values, the business we are in, the products and services we offer and our relationships with our customers. As such we have a communications policy in place.

The policy stipulates how we are to communicate both internally and externally. Important for both types of communication s that we always strive to be as transparent as possible. We believe that this builds trust amongst ourselves, and to any of our external parties. Moreover, the policy defines the characteristics of our communication. The communication should always be characterised by accessibility, clarity, planning, coordination, reliability, continuity and quality.

## **IT POLICIES**

In order to ensure and maintain integrity, quality and availability of information of information stored in the Greencarrier Groups IT systems, a series of T related polices has been developed. Furthermore, the purpose is also to ensure traceability and accountability in case of misuse and to ensure that group companies adhere to laws, rules, and regulations in the IT area.



As such, we have policies covering mobile device guidelines, IT workplace policy, e-mail policy, remote access policy, internet and social media policy and user authentication policy.

## **GDPR**

At the Greencarrier Group we follow the General Data Protection Regulation, GDPR. Through our IT management, we ensure that the legislation is followed at all times. We also have a data protection officer (DPO) appointed for the group.

By following GDPR, we ensure that unnecessary personal data is not stored, and that the data stored is kept only for a sufficient period of time.

## **POLICY REVISIONS**

We are happy that we have policies in place that guide in our daily work. However, we are constantly aware that laws and rules changes over times. For 2023, we have planned to revise and update several of our policies.

In doing so, our objective is to have policies that are up to date, but also take the different dimension of sustainability into consideration.

# SELECTED KEY PERFORMANCE INDICATORS



## eNPS (employee Net Promoter Score)

2022 the score is 36  
2021 the score was 29  
2020 the score was 29  
2019 the score was 16  
2018 the score was 12  
2017 the score was 10

### GOAL:

eNPS 30 by 2022

### COMMENT:

eNPS measure how willing employees are to recommend their workplace. It is with great satisfaction we have reached our set goal for the eNPS score. We take it as proof that Greencarrier is a good employer. This is a crucial step in becoming the most attractive employer in our industry.

## Gender mix

Our workforce is currently 55% female.

2021 the % was 44  
2020 the % was 42  
2019 the % was 42  
2018 the % was 42  
2017 the % was 48

### GOAL:

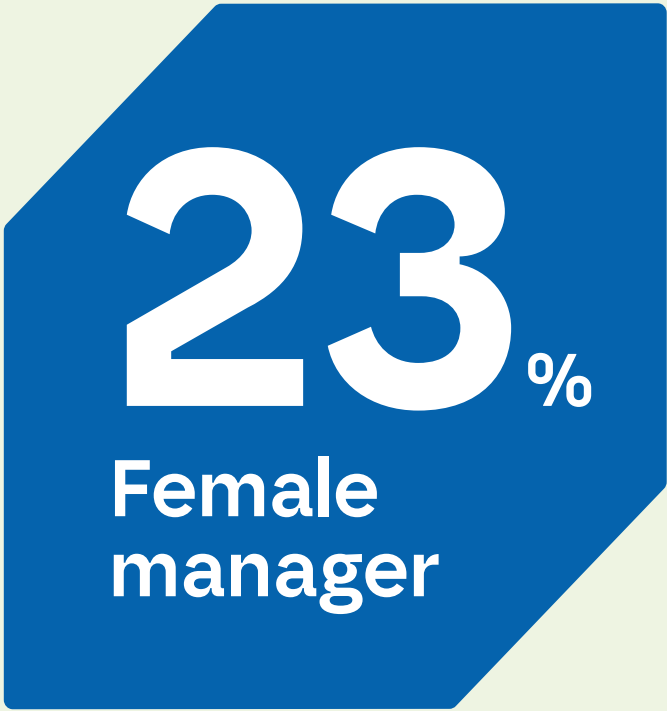
45-55%

### COMMENT:

For the first time in the history of Greencarrier Group, the majority of our workforce is female. This is in line with our set goal for the Group's gender mix.







**Gender mix**

Our percentage of female managers is now 23%.

- 2021 the % was 27
- 2020 the % was 30
- 2019 the % was 29
- 2018 the % was 29
- 2017 the % was 28

**GOAL:**

45-55%

**COMMENT:**

The number of female managers has continued to decrease over the latest years. This result indicate that our goal here is important, and we need to continue and enhance our efforts to attract female leadership.

**Degree of utilisation of the Greencarrier Spirit Fund**

- 2022 the % is 62
- 2021 the % was 75
- 2020 the % was 84
- 2019 the % was 100
- 2018 the % was 73
- 2017 the % was 78

**GOAL:**

100%

**COMMENT:**

With a score of 62% utilisation, we clearly see that there is more we can do in terms of social sustainability. In 2022, the Group had extraordinary high profits. As such, the budget for the Spirit Fund was higher than normal. At the same time, the type of application remained the same in terms of scope, requested funds and total number of applications.



# About the report

This report summarises Greencarrier's work with sustainability, which we refer to as the Greencarrier Spirit. It compiles our sustainability work for the financial year from 1 January to 31 December 2022. Our work with sustainability has been ongoing for many years, and this is the sixth edition of our sustainability report.

The report has its starting point in our Greencarrier Spirit Model (based on the UN Global Compact principles) and the UN Sustainable Goals for Development. By considering the risks and opportunities in each area we have found the most relevant focus areas for our work. This has been discussed and decided by our Greencarrier Spirit Board, where our owner and representatives of the Environmental, HR and Communications organisations are members.

The report shows how we work today and includes our ambitions, priorities, goals, achievements and relevant key performance indicators.

Its main purpose is to present our current work on a group level, facilitate the dialogue with our different stakeholders, and be a tool for our future work.

## STAKEHOLDERS

We have defined our primary stakeholders as employees and potential employees, customers and potential customers, other partners. Other stakeholders are the owner, board, press and the public.

## ACCESSIBILITY

The report will be published on our web site and our intranet, and this way distributed to our employees and selected stakeholders. The content will be communicated in our management teams and in our Greencarrier Culture Days for all employees.

## REPORT BOUNDARIES

This report comprises the sustainability work for Greencarrier as a group, including the companies in our business areas. We do not report the sustainability of our suppliers, but our major transport suppliers are evaluated and labeled.

## DATA COLLECTION

The group does not have a common system for collecting all sustainability data. Information has been consolidated through each division's structure in the areas of Human Resources, Environment, and Business. The figures shown have been calculated or estimated using data from different sources.

## POLICIES AND GUIDELINES

All our global and local policies are available to access for all our employees in our intranet. They include:

Code of conduct, Environmental Policy, Anti-bribery and corruption policy, Cross border transportations, Drugs and alcohol/Substance abuse, Communication Policy, Policy IT-systems, Group Travel Policy, Group Recruitment Policy, Green Office Guidelines.

## APPROVAL

This report has been approved by the Group Management Team of Greencarrier Group. It has not been revised by an external party.

