

Sustainability Policy

Sustainability Policy Reporting

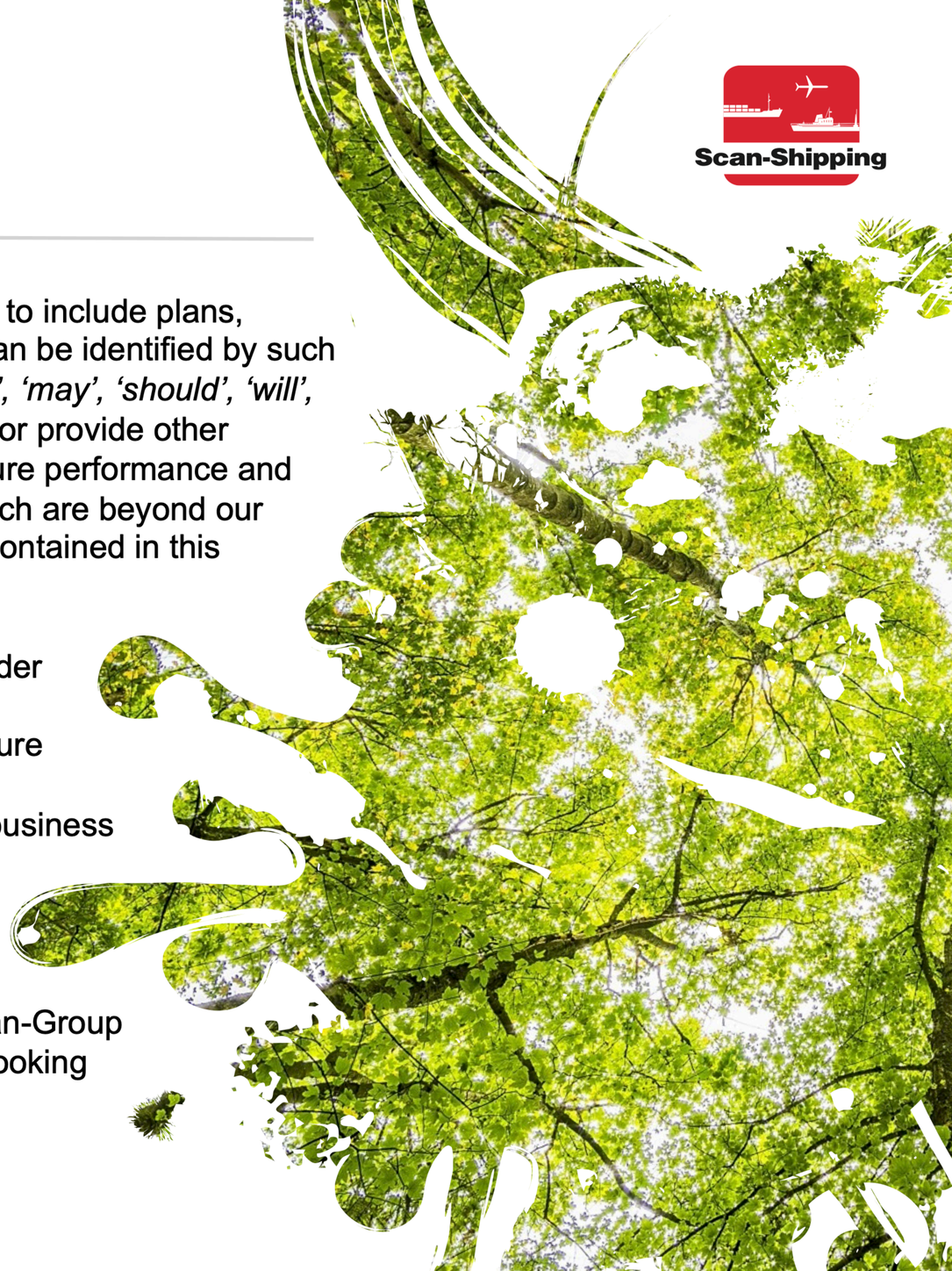
Disclaimer

The Scan-Shipping Sustainability Policy Report contains forward-looking statements to include plans, strategies, and objectives of the Senior Management. Forward-looking statements can be identified by such terminology as *'intend,' 'aim,' 'project,' 'anticipate,' 'estimate,' 'plan,' 'believe', 'expect', 'may', 'should', 'will', 'continue*', and *' strive*', and these statements discuss future expectations and intent or provide other forward-looking information. The statements are not guarantees or predictions of future performance and involve both known and unknown risks, uncertainties, and other factors, many of which are beyond our control. Actual results may differ materially from those expressed in the statements contained in this Sustainability Policy, including:

- our ability to profitably procure transportation as a primarily non-asset-based provider
- the impact of foreign currency exchange rates
- availability of capacity on the market prices of the transportation solutions we procure on behalf of our clients
- activities of government authorities in the countries where we are conducting our business
- increases in taxes
- changes in environmental and other regulations
- political uncertainty, labor unrest, and other critical risk factors

Except as required by applicable regulations or by law, Scan-Shipping as part of Scan-Group and as a private company does not intend to publicly update or review any forward-looking statements, neither as a result of new information nor future events.

Past performance cannot be relied on as a guide to future performance.



Our Charter

We are Scan-Shipping

A leading global transportation company

- Founded in 1969 and headquartered in Copenhagen, Denmark, with additional offices in Scandinavia, Europe, North America, and Asia.

Our Purpose

- Is to create long-term value for our clients and employees through ethical, mindful, reliable, and market competitive business practices.
- In today's marketplace, we all look to save both time and money by using the best business solutions available.
- Scan-Shipping helps you to achieve this:
  - by providing a 'one stop' full-service solution designed to fulfill all your transport and logistic needs.
  - using experience, innovation and commitment; to offer a range of products and services designed to complement and enhance your business.
  - as no matter the size and type of cargo, we have the skills and know-how to provide you with cost-effective solutions around the world and around the clock.

OUR **MISSION**

Through **passionate** people, we take special **care** of our customers' logistics needs, in a **responsible** way.

OUR **VISION**

A **global company,** with a **boutique experience**, who cares about **our tomorrow.**

OUR **VALUES**

TRUST
EXCELLENCE
CARE
PASSION

Sustainability Statement

Governance in reaching our goals

Scan-Shipping is working on transforming our sustainability objectives into tangible goals, reinforced by a sustainable roadmap and a robust digital framework. With our initiatives, we look forward to keeping our partners and stakeholders closely involved with our continued progress. We are proud to share that many of our offices already have meaningful initiatives in place at a local level. We all share the mission of doing our part in pursuing a sustainable path with business practices that leave a minimal impact on the environment. Scan-Shipping aims to reduce our collective carbon footprint in accordance with the Paris Agreement and GLEC framework, with a close eye on the UN17 sustainable development goals. We will continue to be a dedicated, reliable transporter, community partner, and employer. We aim to align our business objectives and requirements with a more holistic and sustainable mindset.

We are mindful of our opportunity and responsibility to seek a more sustainable path in our business practices. We will do this for the protection of our environment and planet for existing and future generations. In addition, we will continually evaluate how we can create unique logistics solutions that deliver value with best-in-class transportation options as well as ESG awareness and consideration. We are determined to make a positive difference.



Jesper Nielsen
CEO Scan-Shipping



Henning Arboe
Global Program Manager



Sustainability Overview

Our long-term strategy in caring about tomorrow

- Sustainability refers to the ability to meet current needs without compromising the ability of future generations to meet their own needs. It involves finding ways to live and operate in an environmentally responsible manner, promoting social equity, and ensuring economic prosperity for all.
- Sustainability is important because it helps to protect the environment, improve social conditions, and promote long-term economic stability. By taking steps towards sustainability, we can create a better world for future generations and ensure that resources are available for all to enjoy.
- Scan-Shipping intends to increase its sustainability focus via local initiatives based on a Board approval in 2024 and plan to allocate additional internal resources to help build a more comprehensive framework for our ESG initiatives. The primary focus will be to create a solid foundation and to build our sustainability efforts by adopting a GHG reporting tool to adequately report on scopes 1-3.
- Our aim is to organize our efforts, scoping additional initiatives and projects to long-term strategy.



Highlights of Our Sustainability Pledge

Our 2024 goals

1. Paperless Processes

Scan-Shipping is committed that all our global offices and partners, must, to the highest extend possible, eliminate all paper, unless local authorities require on-hand documentation for regulatory purposes.

2. Recycling

Scan-Shipping offices must ensure proper recycling of any computer equipment, ink, batteries, paper, furniture, food waste and plastics items, where it is possible in their local community.

3. Ban on Single-use Plastics

Scan-Shipping encourages and supports that all its offices globally, must eliminate the use of single-use plastic, wherever possible. Employees and guests should, if possible, be using sustainable kitchenware and multi-use articles.

4. Water in Sustainable Containers

Scan-Shipping's global offices have been instructed – to the highest extent possible – not to purchase water in single-use plastic bottles but to supply water in offices for employees via sustainable containers.

We aim to become even better water stewards by adopting a variety of water-related projects and have already collaborated with some initiatives to support clean oceans projects.

5. Local Community Initiatives

Scan-Shipping endorses and supports the continued engagement of our global offices with local communities and local governments to remain continually aware and supportive of initiatives that support the places we work and live.

Many environmental and humanitarian initiatives are already in place. We will aim to develop these further locally as part of our global DNA to help minimize our CO2 footprint and provide support aligned with the UN 17 SDG.

The UN Sustainability Development Goals

Scan-Shipping's priorities

Environment

- We plan to collaborate with clients and local partners in clean-up initiatives.
- We plan to collaborate with clients and local partners in tree forestation projects for CO2 absorption.
- We will work diligently to minimize our CO2 footprint and waste and will develop programs to upcycle and reuse materials.





- ✓ Climate Change
- ✓ Waste Management & Recycling

Governance

- Scan-Shipping does not accept financial crime nor non-compliance with regulatory requirements.
- Scan-Shipping continually engages in industry-wide activism and associations to educate, support and promote productive collaboration.
- Scan-Shipping has a precise and formalized Anti-Corruption Policy which is annually reiterated to all stakeholders.
- Scan-Shipping has a precise and formalized Ethics Policy and Code of Conduct Policy which is annually reiterated to all stakeholders.
- Scan-Shipping is an equal-opportunity employer that focuses on providing market-competitive compensation.



- ✓ Business Integrity
- ✓ Responsible Supply Chain
- ✓ Tax Transparency
- ✓ Data Ethics & Cybersecurity

Social

- Scan-Shipping insists on a secure and safe working environment as a primary priority for our staff.
- We are globally mindful of labor laws and do not accept collaboration with companies encouraging child labor or discriminatory labor practices.
- Scan-Shipping's comprehensive Code of Conduct supports our formalized policy on mandatory training and proper business etiquette for the welfare of our employees and business.
- In 2024 we will similarly continue our dialogues with our suppliers and survey them to get a clear understanding and joint commitment to pursue a lessened CO2 footprint and reduced waste.
- Scan-Shipping is an equal opportunity employer and embraces the principles of humanity, gender, racial equality, and inclusion in all employee processes and policies.
- Scan-Shipping believes in personal development and supports our staff with their development goals by conducting regular reviews and interviews and encouraging cross-training in all aspects of our industry.
- Scan-Shipping's staff initiates local initiatives to support and develop employee social clubs (virtual or in person).







- ✓ Diversity & Inclusion
- ✓ Human Capital Development
- ✓ Health & Safety
- ✓ Labor Rights & Working Conditions
- ✓ Human Rights
- ✓ Community Engagement

Additional Areas of Focus within Sustainability

Our plans beyond 2024

- Implementing energy efficiency measures in our offices and operations.
- Promoting sustainable supply chain practices with our partners and suppliers.
- Educating and involving our staff in sustainability practices and initiatives.
- Collaborating with industry organizations and stakeholders to drive sustainability within the logistic industry.
- Monitoring and reporting on our progress towards achieving our sustainability goals regularly.
- Engaging with local communities and supporting initiatives that benefit the environment and society.
- Developing a sustainability roadmap that aligns with the UN's Sustainable Development Goals and other global initiatives.
- Apply for Ecovadis Evaluation & Membership under the Scan-Group umbrella.
- By taking these steps, we believe that we can make a meaningful impact on our environmental footprint and contribute to a more sustainable future for our business and the planet.

