



# Sustainability Policy

APRIL 1, 2023



## **DANX Carousel Group Sustainability Policy**

The DANX Carousel group of companies (hereafter The Group) is a time-critical service logistics specialist with strong positions in the UK, Ireland, Netherlands, Germany, Iberia, Nordics, Baltics and Poland.

The Group of companies is the partner for all types of warehousing, time-critical, final mile and spare parts distribution solutions and with our established, warehouses and distribution networks, our mission is to create solutions for our customers through innovative and efficient logistics solutions.

Built upon tailored distribution flows and great commitment and dedication, the Group delivers exceptional aftermarket, in-night logistics solutions to a wide range of international and local organizations with a guaranteed 99% on-time final mile delivery throughout our regions, often less than 12 hours from collection from the European distribution hubs to the delivery point.

Our work within sustainability is divided into 3 areas under 1 program of work:

### **1. Environmental Impact**

The group is committed to minimizing the impact of its business activities on the environment through an aggressive decarbonisation schedule. The targets can be viewed on the website. These goals are to be achieved through several different opportunities; network optimization, fuel substitutions and product replacement that reduce and/or eliminate GHG emissions.

The Group is measuring and reporting its GHG emissions for the purpose of reducing them in line with the 2015 UNFCCC Paris Accords and Europe's Corporate Sustainability Reporting Directive (CSRD).

Third-party suppliers providing outsourced transportation and logistics services are held to environmental protection measures in the Supplier Code of Conduct, as well as appropriate governance principles.

The Group recognises its air freight logistics is the biggest challenge faced when reducing its GHG emissions and aim to combat this with the use of Sustainable Aviation Fuel (SAF) and alternative methods of transport. It is acknowledged that there are many interdependencies here on supply and demand of SAF which will affect the speed at which we can phase out traditional aviation fuels.

**Exceptional as standard**

## 2. Social

At the centre of all we do is our people. We are committed to caring for our employees, partners and local communities through strategic initiatives whilst adhering to the UN Universal Declaration of Human Rights and the internationally recognized labour rights.

We focus our work on 4 strategic pillars:

### ***Pillar 1 - Health, Wellbeing and Safety***

The health, wellbeing and safety of our employees and partners always takes priority and we continuously work on improving all three parameters with a variety of initiatives.

We conduct yearly engagement surveys which allow us to see how we are doing, follow the impact of our initiatives and to know where we need to take action to improve further. The next two years, we will focus on initiatives that lead to reducing stress-related absence through prevention and enhancing our capabilities within stress management. We will also continue working locally on action plans to prevent accidents.

We believe that the variety of initiatives are pivotal for our work with Health, Wellbeing and Safety.

### ***Pillar 2 - Learning and Quality Education***

Learning and quality education is key to staying ahead of the curve – both as an individual and as a company. Learning is a core company value, and it is our goal to ensure equal access to learning and development opportunities for all our employees regardless of function or role. We invest in both internal and external training as well as supporting learning in the local community through our DANX Carousel Foundation (see pillar 3).

### ***Pillar 3 - Community Engagement***

We want to make a positive difference in our local communities through engagement and inclusion. To make an actual impact, we have established the DANX Carousel foundation. The purpose of the DANX Carousel Foundation is to promote the positive social impact of DANX Carousel both in our business and the near communities. DANX Carousel Foundation supports various forms of learning and education for our own employees as well as talents connected through near family, partners, or the broader industry of logistics. We also support and care for local charities through the Foundation and enable our employees to engage directly with charitable causes through donating two workdays per year.

### ***Pillar 4 - Diversity and inclusion***

Diversity and inclusion are more than just an ethical responsibility. It is part of being a caring company, and simply delivers better business results. Our focus on diversity and inclusion is based on our strong belief that a diverse workforce and equal opportunities are fundamental to being an attractive workplace. Diversity is about much more than gender equality – that is however where our current focus will be. It is our goal to improve gender equality with 5% on leadership level and with 2 % for all our employees by the end of 2024.

We are committed to signing up for the UN's target gender equality accelerator program – Starting July 2023 to ensure that we reach our goals.

## **3. Safeguarding responsible business conduct and governance**

The Group has zero-tolerance against any form of corrupt, fraudulent behaviour or human rights violations.

Based on Governance requirements and sustainability commitments The Group, continually checks and audits the controls and quality of its Governance, Health & Safety, procedures and standards throughout the businesses stakeholders, functions and systems. Ensuring that the commitments, spirit and requirements of its mandatory, regulatory and legal obligations are upheld.



The Board of Directors are further committed to the regular and continual review and assessment of The Groups governance and material risks to ensure that they have visibility across all areas of the business; and where and when required; apply strategic treatment of these risks to ensure the Group remains compliant and conducts itself with integrity throughout its businesses.

To this end, The Group has enacted a Group-wide Code of Conduct for its Employees and Suppliers, outlining its standing on conduct and ethical expectations, this is supported with open communication, training and continual review.

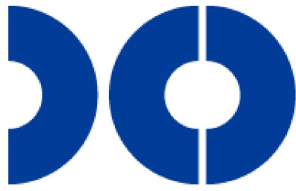
Throughout this program of work The Group is committed to lead the service logistics industry in Europe in the (E) decarbonization of transportation & logistics activities through (S) engagement with and inclusion of our personnel and communities to enhance our local environments, both ecologically and socially, while setting a high standard of (G) accountability, integrity and transparency of sustainable business activities, to the benefit of our global stakeholders.

Combined with the above sections The Group is also committed to the below points:

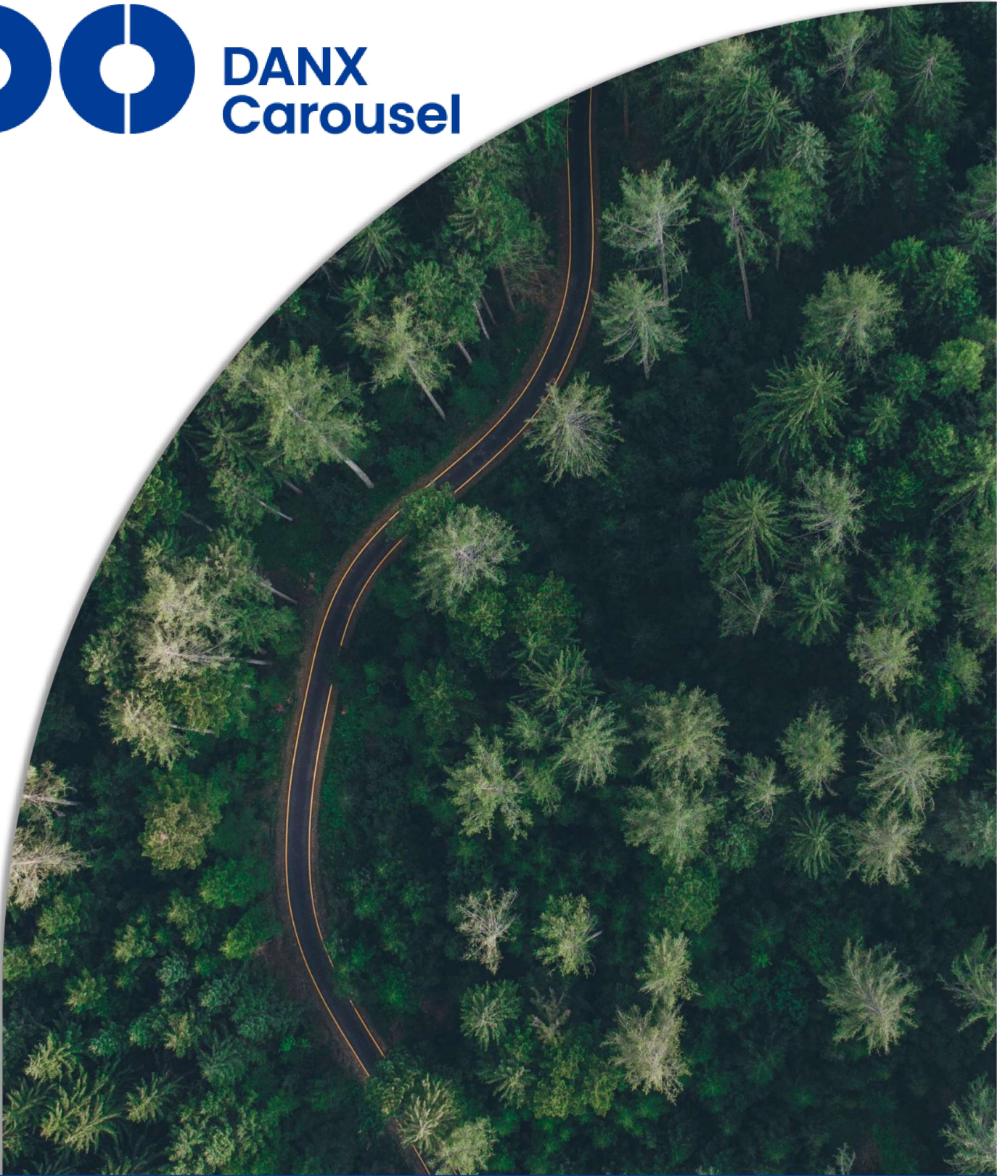
- We seek to align our processes with the minimum requirements in the UN Guiding Principles on Business and Human Rights (UNGPs) and the OECD Guidelines for Multinational Enterprises (OECD).
- In practice, we conduct annual due diligence to identify how our organization may cause, contribute to, or be linked to potential and actual adverse impacts on the UN Global Compact ten principles and the UN Sustainable Development Goals including the human rights stated in the International Bill of Human Rights and the core labour rights from the International Labour Organisation's Declaration on Fundamental Principles and Rights at Work.
- We take action to prevent or mitigate actual or potential adverse impacts identified and track implementation. In instances where an adverse impact has occurred, we seek to provide for access to remedy (for example apologies, restitution, rehabilitation, financial or non-financial compensation, etc.).

**Exceptional as standard**

- As we develop and mature our efforts, we will set ambitious targets and communicate transparently about progress and challenges in our annual sustainability reporting.
- The responsibility for oversight over sustainability matters rests with the Board of Directors while the management of sustainability matters ultimately rests with the Group CEO. The CEO is responsible for allocating adequate resources to comply with the Sustainability Policy.



**DANX  
Carousel**



## **SUSTAINABILITY DIRECTOR**

[Val.karren@danxcarousel.com](mailto:Val.karren@danxcarousel.com)

DANX.com | carousel.eu