

Environmental

Group Policy Statement



**DANX
Carousell**

About the DANX Carousel Group

The DANX Carousel Group of companies (hereafter “The Group,” “We,” “Our”) is a time critical service logistics specialist with strong positions in the UK, Ireland, BeNeLux, DACH, Iberia, Nordics, Baltics and Poland.

The Group is the comprehensive partner for logistics and supply chain services such as time-critical spare parts distribution, warehousing, final mile, linehaul, battery logistics, customs clearance, and more. The Group consists of DANX, DANX ILS, UT, TBS, Fomab, TLS Group, Carousel, Alltrans, Logik International Logistics and LPR.

Our values encompass our commitment to Caring, Learning and Ownership and these are embedded in our everyday work.

We support



10 principles of the UN GLOBAL COMPACT

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.

International Labour Organisation

ILO Declaration of Fundamental Principles and Rights at Work:

- (1) Freedom of association and the effective recognition of the right to collective bargaining;
- (2) The elimination of all forms of forced or compulsory labour;
- (3) The effective abolition of child labour; and
- (4) The elimination of discrimination in respect of employment and occupation.

SUSTAINABLE DEVELOPMENT GOALS



Goal 5 - Gender equality



Goal 8 - Decent Work and Economic Growth



Goal 13 - Climate Action

1. Scope of Policy

The scope of the **Environmental** policy applies to all stakeholder groups including both upstream and downstream within the value chain, including management; employees; contract workers; suppliers and partners of all entities in the Group as well as for subsidiary companies owned and operated by the DANX Carousel Group across our geographies and countries and the wider communities in which it operates and through which material impacts, risks or opportunities relate.

2. Our Commitment

The Group is committed to minimizing the impact of its business activities on the environment through an aggressive decarbonization schedule and is committed to meeting its responsibility and to gain insights into its stakeholders with respect to the Environment in which it operates as defined by the UN Guiding Principles 7, 8 and 9; and our commitment to the SDG Goal 13.

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.

DanxCarousel Group is committed to understanding and measuring the impact of its logistics and transportation activities on the natural environment wherever it may occur, and to structurally reduce the negative impacts, year over year, through reducing CO2 emissions from fossil fuel use, reducing the amount of waste sent to landfills or incinerators, optimizing local renewable energy generation and/or conservation through adhering to and reporting annually on our performance in connection to:

- EU CSRD – EU Corporate Sustainability Reporting Directive.
- ISO14001 – Environmental Management Systems
- UN IPCC guidance for CO2 reduction through 2050
- SBTi – Sector Guidance for Transport & Aviation for CO2 reduction
- Refuel EU for increase in use of sustainable air fuel (SAF)
- EU Emissions Trading Scheme (ETS)

3. Aims of the Environmental Policy

The adherence to these international environmental conventions and standards aims are to insure continual improvement around:

- Meeting long-term targets and annual goals towards the decarbonization of our supply chain services.
- Influencing our partners and suppliers to adopt similar environmental policies and decarbonise contracted services for The Group.
- Bringing organisational awareness to the impact of our activities to biodiversity, including indigenous animal welfare, soil and ground water and take preventative measures and precautions to minimize their harmful effects.
- Conducting internal audits to ensure we remain fully compliant.
- Prevent and control environmental emergencies and pollution, including chemical pollution, through responsible dangerous goods management and responsible chemical handling and management on behalf of our customers.
- Expanding sustainable resources management and waste reduction through recycling and reusing of handling materials in our own activities and offering reverse logistics services to customers for recycling of industrial resources in their processes.
- Preserving air quality and noise emissions within our operational sites, and local communities by using electric mechanical handling equipment and delivery vehicles where feasible.
- Meeting our legal requirements around environmental stewardship.

We expect our suppliers and contractors to share our regard and respect of this policy, and this is reflected in our Supplier Code of Conduct which can be found on our websites:

<https://www.danxcarousel.com>, Nordics: <https://www.danx.com/> and for Western Europe: <https://www.carousel.eu/en/>

4. Monitoring Breaches

The Group is committed to identifying potential and actual adverse impacts that this policy and our conduct of business may cause or contribute to, and strives to recognise and record through targets, to prevent such impacts, and mitigate or remedy using action plans.

5. Consequences of Breach and Infringements

Whilst we appreciate that there may be some differences in applicable national laws versus international laws, we apply our policies across all relevant stakeholders and we will adhere to the national and international laws as a minimum and respect the guiding principles of the UN Global compact, ILO and any other interested regulatory bodies that are applicable to the work that we carry out. If we receive any reported infringements; we will act appropriately for clarification and will take appropriate corrective actions.

If we suspect that anyone working for or on behalf of the DANX Carousel Group has committed a breach of this policy, an investigation will be carried out and, in line with our disciplinary procedure where appropriate, action may be taken which may result in dismissal, or in the case of a supplier/partner action up to and including termination of contract. In some circumstances, under relevant law, the Group may be legally required to share details with such authorities, and we will always comply with such requirements.

The outlined topics within this policy are significant for the way we commit to and govern our conduct throughout our business.

6. Raising concerns

Any employee with concerns may raise these through our employee mechanisms for raising workplace-related grievances. We encourage employees who have a concern to talk in the first instance to their line manager, or alternatively to raise their concern with their HR or compliance representatives. If neither of these options is possible, the DANX Carousel Group's whistle blower system enables all stakeholders (internal and external) to speak up about violations in relation to this policy without fear of retaliation.

We will support all who report violations as well as those who request assistance or have concerns. If any concerns or illegal or unethical business behaviour is suspected or detected, you can report it to us via our whistle-blower system. Our whistle blower system Safe2Whistle can be accessed here: <https://report.whistleb.com/en/danxcarouselgroup>. It is operated across the business by an independent third party (Bech.Brunn) appointed by the DANX Carousel Group. All issues raised through the Whistle Blower system are monitored by the third party and the Group whistle blower team. Reporting is conducted confidentially, and stakeholders can choose to share their concerns anonymously.

7. Training, Communication, Awareness

The Group is committed to raise awareness and knowledge of this policy amongst its' stakeholders, by providing specific awareness through training and communication on related matters within this policy.

Training, communication, and awareness of policy is a fundamental requirement of our business. We advocate transparency of all policies and where appropriate training takes place either at point of Induction of employees, or as part of an annual commitment to ensure that policy is communicated and awareness refreshed effectively.

All stakeholder policies are available on our intranet and websites.

8. Stakeholder Engagement

We acknowledge our business is operated as part of an extended community of stakeholders, and as part of our regular dialogue with them we respect their view and expectations regarding this policy as outlined in the Employee and Supplier Codes of Conduct.

9. Reporting, Auditing, and monitoring

We communicate and report on The Environmental Policy activities and related commitments of training and awareness as applicable to our stakeholders and as part of our annual reporting.

To this end, DANX A/S and Carousel Logistics Limited are certified to ISO14001:2015, an internationally recognised standard for environmental management. The Group bases its environmental policy on DANX's (EMS) environmental management system which mandates the senior management to:

- Commit to providing the resources, information, and support to meet these objectives.

The DANX environmental management system (EMS) is externally certified and audited by SWEDAC ACKREDITERING and supported by external consultants, who provide advice and an internal audit programme.

The Carousel Logistics environmental management system (EMS) is externally certified and audited by Atlas Citation and supported by external consultants, who provide advice and an internal audit programme.

10. Culture of continuous improvement

As part of our culture of continuous improvement we regularly evaluate against targets and review how we can best improve and strengthen our approach to addressing our policies supported through our values of Caring, Learning and Ownership. All employees in The Group contribute to, and have responsibilities under, the EMS. Whether one is managing a warehouse, loading a truck, booking a consignment, or making a coffee, that is having an effect on the environment, and we are always open to innovative ideas and suggestions for improving our environmental performance.

11. Accountability for this policy

The responsibility for oversight over sustainability matters rests with the Board of Directors while the accountability for management of environmental matters ultimately rests with the Group CEO. The CEO is responsible for allocating adequate resources to comply with the Environmental Policy.

12. Adoption of Policy

The Danx Carousel Group's **Environmental** Policy statement is adopted by the Executive Leadership team of management on **1st January, 2025**. This policy is reviewed annually for compliance content or as required if changes to legislation apply sooner.

Review and revision of Policy

This policy will be reviewed and revised annually for compliance to the policy content or as required if changes to legislation apply sooner.

Contact

If you have any questions relating to the content of this policy, please direct them to groupcompliance@danxcarousel.com