



# SUSTAINABILITY POLICY

# Hacklin Logistics' sustainability plan is composed of the three elements:

- Economic responsibility
- Environmental responsibility
- Social responsibility





- We are concerned about the caused impact of the logistics and freight forwarding industry activities
- We aim to minimise the environmental harmful consequences of the industry
- We constantly develop and integrate sustainability measures into the daily activities and provided services



- Hacklin Logistics is constantly monitoring the international initiatives and committing to the requirements of the international standards, such as:
- **ISO9001 2015** for Quality Management System
- **ISO 45001:2018** for Occupational Health and Safety Management System as the guided frameworks towards sustainable future
- Taking the step further, Hacklin Logistics is aiming to certify and integrate **ISO 50001** together with **ISO 14001** standards for guaranteed environmental management policy.



# Economic responsibility

Hacklin Logistics is supporting its long-term economic development whilst acting responsibly. The company is maintaining to be a **competitive actor** with **strong financial status** and **business principles**.

We aim at ensuring the stable economic growth without harmful environmental compromise.

Hacklin strictly follows the act on the contractor's obligations and liability, while arranging the transportation according to international law and regulations.





In order to ensure the **economic sustainability**, Hacklin Logistics

- is setting firm financial goals on an annual basis
- constantly controlling the fixed and variable costs
- evaluating the external financial risks to prevent thereof and ensure the step-by-step growth,
- gradually increasing the budget for the benefit of the employees and continuing the operations without reducing the profit.



Under no circumstances Hacklin Logistics is tolerating corruption and economic crimes, which include but not limited to money laundering, fraud, bribery, tax evasion.

Hacklin Logistics is following the UN initiative and recognises earlier mentioned as the significant obstacles for Global Sustainable Development.



Company has focused on **reducing the waste** of daily operations and has been instructing its personnel to focus on using, where possible, more electronic utilities and cloud services in contrary to printing documents.

Hacklin Logistics is aiming to ensure the **“Think before you print” policy**, whilst encouraging people to reduce the amount of printed shipments related documents, where possible and focus instead on keeping the shipments files in order, in the cloud base archiving.





In the offices there is a **working waste recycling system** working daily, followed by employees.

The office space for project, import, export, air departments has been optimized to **decrease the electricity need** without the trade-off in employees' health and safety.



Meanwhile, Hacklin Logistics is considering utilising the efficient office lighting, with the potentially integrated motion sensors that will switch the lights off, where these have not been used.

The heating and air conditioning of the office is optimised.

In the office space there are no single-use coffee cups or cutlery, only reusable cutlery is utilised not alone daily, but also during the office meetings with clients, or business occasions taking place in Stella office premises.



# Environmental responsibility & CarbonCare

Hacklin is acting to collaborating on reduction of the environmental damage and minimising the consumption of the natural resources.

The organisation understands its vital contribution towards gradual stopping the resources from depletion and takes the necessary measures already by joining the UN sustainable agenda 2030 and aiming to the goal 13 in taking urgent action to combat climate change and its impacts.





Hacklin Logistics is also adhering to the SHLL (Suomen Huolinta-Ja Logistikkaliito Ry) 2023-2025 targets, which strive:

- at developing Finland as part of the global market
- strengthening competitiveness of the business sector, especially in logistics and freight forwarding, as well as
- implementation of the following key areas:
  - strengthening workforce availability and skilled employees,
  - enhancing the “green” transition

(Source: SHLL Strategia 2023-2025)



One of the recognised commitments is the implementation of **ISO 14001:2015** standard, which is contributing to 1-15 sustainable development goals and helping the companies to engage with UN targets that would be beneficial for both the environment and the business itself.

The company has made its first steps for investing into the technological sustainable solutions to ensure the corporate sustainability, such as

- obtaining the corporate electric cars for the usage of employees in attempt to minimise the carbon footprint,
- appreciating the initiative in usage of public transport by employees.





We are actively monitoring, how our subcontractors are already aiming or acting at optimising the logistics solution offered (suggesting possible cargo combinations, combining containers on the same vehicle, LTL and LCL transport solutions) or investing into electric trucks, biofuel utilisation.

Hacklin takes the step further by ensuring the awareness of its employees of the critical environmental issues and is investing into the education of the employees by providing the training possibilities on the sustainability measures available and those currently developing, for transport sector and supply chain industry.





Hacklin is aiming at organising the workshops for its employees on a repeatable basis (bi-monthly team meetings), where the employees are giving the possibility to brainstorm on the ideas on company's sustainable development, for raising the awareness and troubleshooting the routine activities in transportation services, which can be improved from the environmental perspective.



Therefore, from planning to action, the daily services of Hacklin Logistics have been evaluated, and as a result Hacklin Logistics has acquired **the license of the EN16258 European standard certified provider**, enabling Hacklin Logistics in **calculating the caused emissions** from cargo handling activities for all modes for transport, including road, rail, air, sea and inland waterways.

By calculating the emissions not only after the transportation has taken place, but also before the offering the complete transport solution, helps to visualise the less harmful transportation mode or a combination of modes to offer for all stakeholders.





When the emissions are known, it is possible to provide the running statistics of the greenhouse emissions and highlight the most influential cases. Using the certified provider in **calculating the emissions** assists in providing constantly updated and realistic figures based on the cargo weight, routing of the cargo, and the mode of transport.

Currently Hacklin already at this stage offers the clients the possibility **to offset the emissions**, which is the next initiative after receiving the realistic figures, in developing the necessary action to mitigate the emissions.





# Social responsibility

Social responsibility plan plays a crucial role in Hacklin Logistics policy, as the company is striving to achieve the balance of economic, environmental and social imperatives, and act in a benefiting manner towards the society. Organisation is highly concentrated on the **wellbeing and occupational safety of its personnel and society** in general.

Therefore, **maintaining ethical labor practices** is the main goal of Hacklin Logistics, as management strives to support the well-being of employees by welcoming the discussions on the potential improvements in the utilities, work conditions and, as a result, taking actions to advance thereof.



**Occupational safety** is constantly monitored and assessed from the various risk perspectives, following the international standards and medical recommendations.

By the same token, the education of the employees is taken determinedly, promoting the development and deepening the knowledge of the employees by investment into the training programs, and enhancing the collaboration with the educational institutions. We acknowledge that **investing into the personnel's education** is not only benefiting the employees and the company, but also is advancing the freight forwarding industry by enhancing the quality level of the professionals in the field.



When it comes to **recruitment policy**, Hacklin Logistics can be trusted to being fair and non-discriminating based on gender, race, religion or nationality. The interviews are conducted in a reliable professional objective manner with the resulting selection of the candidate determined by the professional qualifications and earlier experience.

Candidates fulfilling the criteria are having several rounds of interviews to determine the best fitting to the required position. When recruiting, the personnel is not requested to provide information on physical disabilities, religion-based beliefs, world views, pregnancy, ethnicity or any potentially discriminating topics.





Hacklin Logistics takes very seriously its **corporate social responsibility** and is providing its contribution to the global key challenges with UNESCO, UNICEF, WWF donations, globally recognised initiative organisations, helping in finding the solutions to the pressing issues of our time.

As an example, Hacklin Logistics has not left the UNICEF initiative to support Ukrainian children unnoticed by investing into the life-saving programme of trucking safe water to conflict-affected areas, of the health, hygiene supplies as close as possible to the ones in need.



Hacklin has also donated to WWF Baltic Ecoregion Programme to contribute in protection of Baltic Marine Ecosystem.

The initiative organisations, to which the donations are organised, are strictly within the global recognised organisations famous for its contribution and transparency of transactions for the good cause.







**HACKLIN LOGISTICS**



**THANK YOU!**

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