



SUSTAINABILITY POLICY

Would you like to make logistics, handling and transportation of your cargo more sustainable by minimizing the environmental impact of the practices involved in these processes?

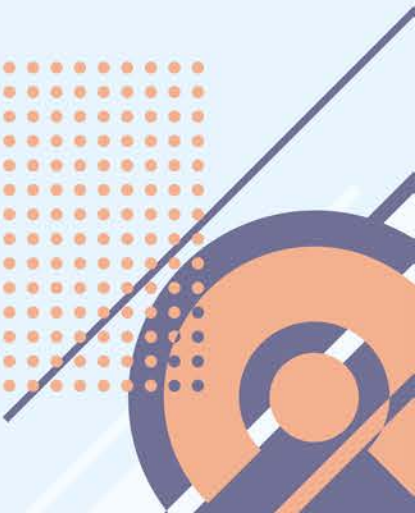
With a wide range of services and expertise in different modes of transportation Hacklin Group ensures the smooth, sustainable and efficient delivery, storage and handling of your goods



SUSTAINABILITY ACTIONS



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



COMMITMENT TO THE REQUIREMENTS OF INTERNATIONAL STANDARDS:

We hold quality certifications ISO:9001, ISO:14001 and ISO:45001 certified by Inspecta.

Taking the step further, Hacklin Logistics aims to certify and integrate **ISO 50001** together with **ISO 14001** standard for guaranteed environmental management policy



SUSTAINABILITY ACTIONS



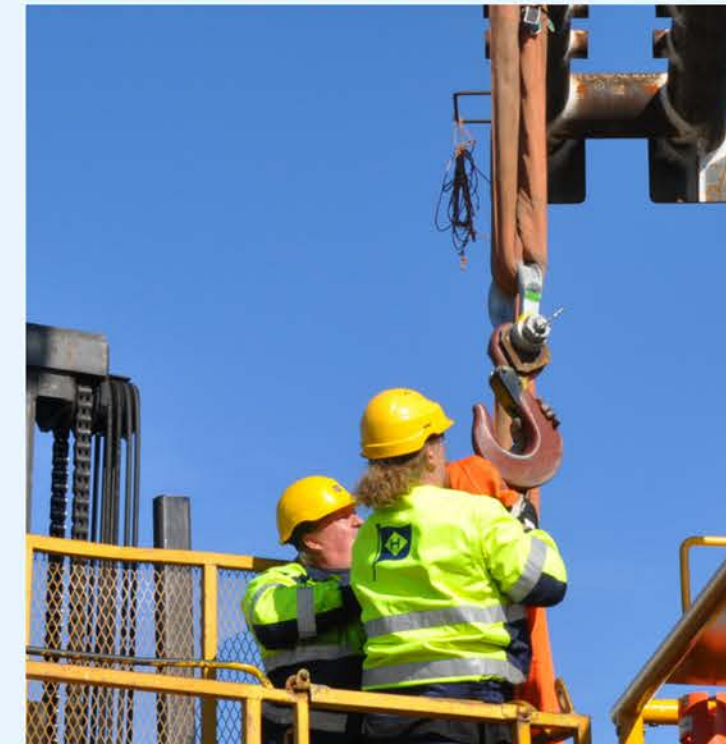
Hacklin Logistics' sustainability plan is composed of three elements:



**Economic
responsibility**



**Environmental
responsibility**



**Social
responsibility**

ECONOMIC RESPONSIBILITY

- Hacklin Logistics supports its long-term economic development whilst acting responsibly
- The company is 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



ECONOMIC RESPONSIBILITY

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

- sets firm financial goals on an annual basis
- evaluates the external financial risks to prevent them and ensures the step-by-step growth
- under no circumstance does not tolerate corruption and economic crimes, which include but not limited to money laundering, fraud, bribery, tax evasion
- follows the UN initiative in contributing Global Sustainable Development





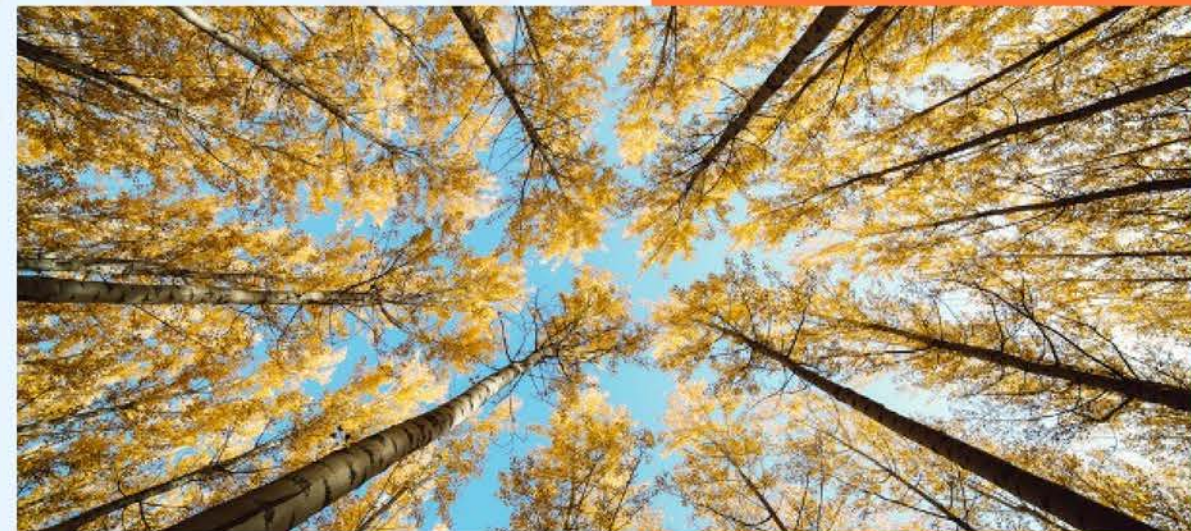
Hacklin actively collaborates in reduction of the environmental damage and minimizing the consumption of the natural resources

ENVIROMENTAL RESPONSIBILITY

Hacklin Logistics has joined 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 Logistikkaliitto 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
- strengthening workforce availability and skilled employees, enhancing the “green” transition (Source: SHLL Strategia 2023-2025)





We implement ISO 14001:2015 standard to engage with UN targets and to contribute to 1-15 sustainable development goals

ENVIROMENTAL RESPONSIBILITY

Our 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 minimize the carbon footprint, encouraging the initiative in usage of public transport while commuting to and from the workplace
- We are actively monitoring, how our subcontractors are aiming or acting at optimizing the logistics solution offered (suggesting possible cargo combinations, combining containers on the same vehicle, LTL and LCL transport solutions) or investing into electric trucks or using biofuel
- Hacklin organizes workshops for employees on company's sustainable development, reducing waste of daily operations, decrease the electricity needed etc.



SOCIAL RESPONSIBILITY

- Our organization is highly concentrated on the wellbeing and occupational safety of its personnel and society in general.
- Maintaining **ethical labor practices** is the main goal of Hacklin Logistics. Our company supports the well-being of employees by welcoming open discussions and initiative on the potential improvements in the utilities and work conditions.
- Occupational safety is constantly monitored and assessed from the various risk perspectives, following the international standards and medical recommendations.
- We acknowledge that investing into the **personnel's education** is not only benefiting our employees and our company, but also is advancing the freight forwarding industry by enhancing the quality level of the professionals in the field.

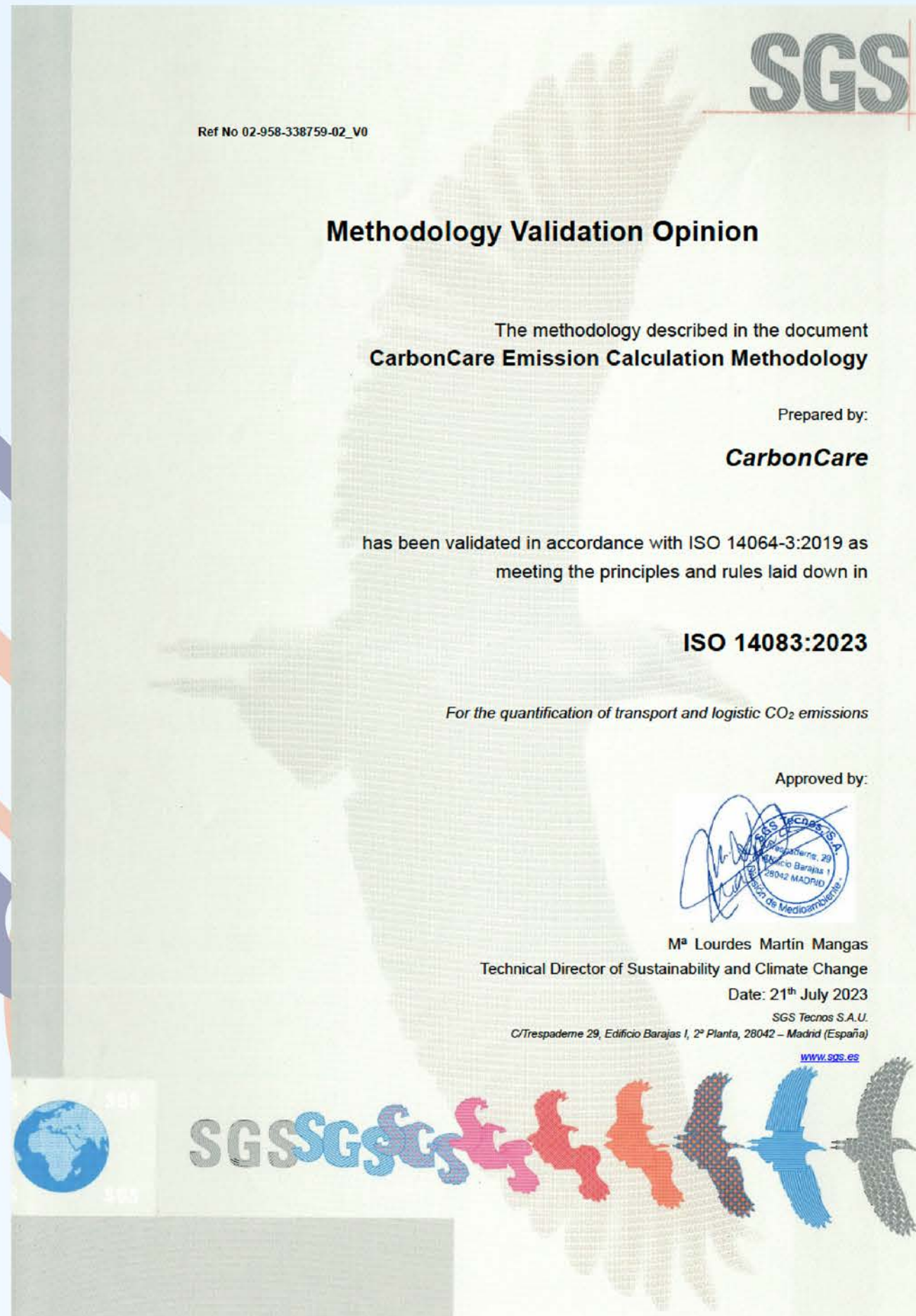


SOCIAL RESPONSIBILITY



- Hacklin Logistics is a **fair and nondiscriminating employer** who does not make a difference based on gender, race, religion or nationality. We conduct interviews in a reliable professional and objective manner with the result of selecting the candidates by their professional qualifications and earlier experience.
- 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 recognized initiative organizations, helping in finding the solutions to the pressing issues of our time.
- Hacklin Logistics focuses on employee satisfaction, offering competitive benefits for our employees including a safe and strong work place with high moral values.

EMISSION CALCULATION METHODOLOGY



- Hacklin Logistics applies CarbonCare Emission Calculation Methodology in accordance with **ISO 14064-3:2019** as meeting the principles and rules laid down in ISO 14083:2023.
- We calculate emissions generated in the global, holistic transport chains, using Transport Chain Elements (TCEs). Carbon Care calculates seven TCEs: road, air, open sea, rail, IWW (inland waterways), ferry and hub.
- Carboncare calculates SCOPE 3 emissions.

CALCULATION METHODOLOGY

Calculations

- CarbonCare is validated not only for **ISO 14083:2023**, but also according GLEC (and former EN16258) which provides maximum credibility
- The calculation covers the entire transport chain with all “transport chain elements” (TCE) including all transshipment activities (called “HUBs”). The norm rules that only outgoing Hub activities are included.

CO2e values

- According to the ISO norm’s requirement, CarbonCare publishes the following CO2e-values:
- TOT Total emissions (comparable to WTW: Well-to-Wheel)
- OPS Operational emissions (comparable to TTW: Tank-to-Wheel)
- ENE Energy provision (comparable to WTT: Well-to-Tank)
- EI Emission Intensity gr/tkm or gr/t (only available for customers with valid license)



CALCULATION METHODOLOGY

- All emission factors have been updated and adapted according to **ISO 14083:2023**. ISO has different emission factors for North America and Europe (Rest of World) and so, the emission values might change slightly.
- “Cooling” (or Reefer) is included and available for all modes of transport (according to ISO: “Transport Chain Elements” – like ROAD, AIR, RAIL, SEA, IWW, FERRY & HUB). New is also that “Refrigerant Leaking” is included (a MUST according to ISO).
- All distances are calculated according to the “shortest feasible distance” (SFD) except AIR which still will be calculated according to “great circle distances”. FERRY has newly the options for ROPAX and RORO ferries (small (<5000T) & large (5000-15000T), and IWW has more ships available with more detailed classifications.





JOURNEY TOWARD EMISSION-FREE OPERATIONS UNTIL 2035

- Hacklin Logistics is going to start the SCOPE 1 and 2 calculations according to the GHG protocol in order to identify and document the direct emissions of the company's own operations.
- The following step would be to identify the methods how the company could affect these SCOPE 1 and 2 direct emissions and to draw up a strategy of their minimizing.
- In respect of the SCOPE 3, as the next step our goal is to investigate how these emissions can be influenced by comparing different methods between several transport options offered by shipping companies, airlines or trucking companies, according to the emissions of each offered transport option.
- We aim to develop in-house digital integrations of the calculation methods. Our goal is to offer our customers a comprehensive platform for comparison of several transportation options in respect of emissions involved into each option.



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THANK YOU.