

HUB logistics sustainability program

SUSTAINABILITY AND A BETTER FUTURE TOGETHER

The top-level themes of our responsibility program are meaningful work, a safe work environment, profitable growth and towards greener logistics. Our responsibility work is based on our values and the UN's sustainable development goals, which have been set for the years 2016–2030.

The program guides us to make responsible choices. Sustainability is part of our everyday activities in all our business areas. We develop responsibility together and actively.

Sustainability is part of our everyday activities in all our business areas. We operate as a reliable and responsible employer and logistics partner. We source sustainable raw materials, subcontracted materials and products for our services.

We calculate our carbon footprint every year and aim to reduce our emissions every year.

We have completed the research into how much each logistical transaction produces CO₂-emissions and how they can be reduced at the transaction level. We can offer our customers information openly and transparently.



WE PROMOTE THESE UN'S SUSTAINABLE DEVELOPMENT GOALS



We encourage our employees to train and support them in developing their skills. Where possible, we offer internships, summer jobs and apprenticeships.



We offer our employees an equal and family-friendly workplace.



We improve our energy efficiency systematically. We use renewable energy in our own offices. In the logistics center in Vantaa, we produce electricity with solar energy.










Business development in all areas lays the foundation for our financial profitability, making it possible for us to employ and also keep jobs. We want to offer a stable job for our employees.



The solutions we make increase energy and material efficiency. We systematically reduce the amount of waste and actively recycle. Our principles of responsible procurement include procuring and using high-quality raw materials, products and services.



We are actively looking for ways to minimize our emissions. We take care of informing and training our employees about environmental issues. Our measures regarding climate change are part of our everyday activities.

| |  Meaningful work |  Safe working environment |  Profitable growth |  Towards greener logistics |
|---|---|--|---|--|
| Objective  | Each and every employee at HUB is proud of the work they do | It is safe to come to work every day of the year | Value-producing HUB. | Reducing emissions annually |
| KPI  | People power general index People power engagement index | Number of wor accidents/ MTI, LTI1, LTI4 Number of occupational safety observations Sickness absence rate | Increase in turnover Ebt | Carbon footprint, CO ₂ -emissions Recycling rate |
| Actions  | Annual personnel survey and determined measures based on the results, both at the group level and at each location. | Active safety communication Preventive work to prevent accidents | Adherence to good governance Risk analyses Acquisition of new customers and development of current customers Responsible procurement | Commitment to annual emission reduction Improving the recycling rate by different means |
| Actions in 2024  | Launching a new internal communications concept Supervisory trainings Strategy Tour Expanding and maintaining the discussion culture | Development orientation Utilizing orientation videos Reviewing safety guards Regural safety rounds | Developing the activities of current customers and strengthening their customer base Considered and responsible procurement guided by an updated purchasing policy | Calculation of CO2 emissions Determination of the emission reduction target Tendering of waste management Shift to renewable fuel |

ISO certificates create the basis for high-quality and sustainable operations.
Equal and equitable operation. Sustainable development goals..

With these steps, we are moving towards greener logistics

