

HUB logistics sustainability program

WE PROMOTE THESE UN'S SUSTAINABLE DEVELOPMENT GOALS



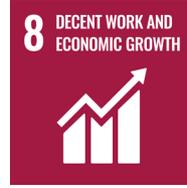
We encourage our employees to train and support them in developing their skills. Where possible, we offer internships, summer jobs and apprenticeships.



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.

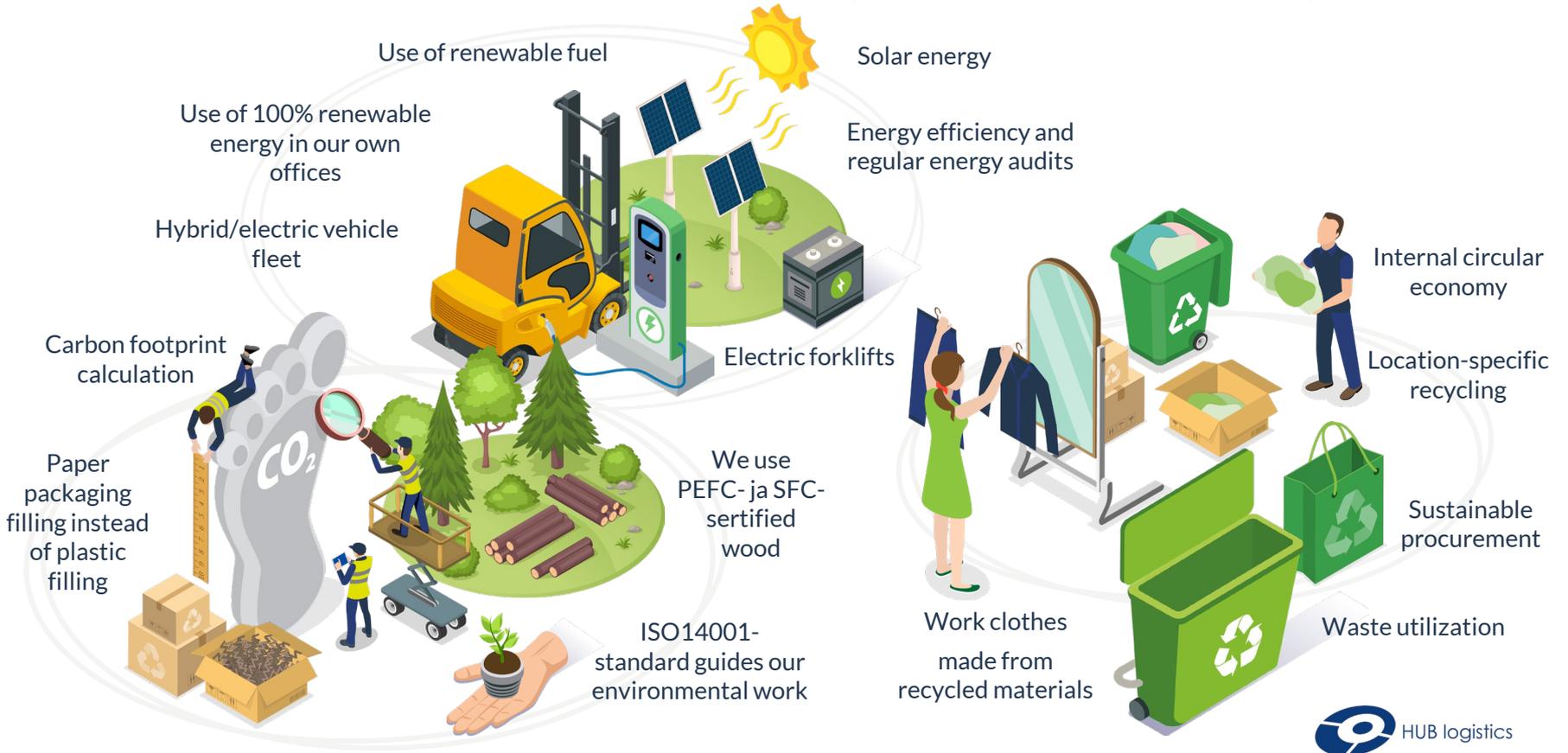


We are actively looking for ways to minimize our emissions. We take care of informing and training our employees about environmental issues. Our measures regarding climate change are part of our everyday activities.

	 <p><i>Meaningful work</i></p>	 <p><i>Safe working environment</i></p>	 <p><i>Profitable growth</i></p>	 <p><i>Towards greener logistics</i></p>
 <p><i>Objective</i></p>	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
 <p><i>KPI</i></p>	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
 <p><i>Actions</i></p>	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
 <p><i>Actions in 2024</i></p>	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



Transaction counter makes sustainability tangible on a monthly basis



We introduced CO2 calculation in 2022

A transaction-based CO2 calculator where the emission impact of each logistics transaction is examined

The goal is to achieve emission reduction at the event level and identify areas for improvement

The calculator generates data for the entire supply chain » Detailed information provided to the customer from reception to dispatch