

HUB logistics sustainability program

*We operate as a
reliable and
responsible employer
and logistics partner.*



VASTUULLISESTI KOHTI PAREMPAA TULEVAISUUTTA

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.



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. A new internal communications concept Supervisory trainings Strategy Tour Expanding and maintaining the discussion culture	Active safety communication Preventive work to prevent accidents Development orientation Utilizing orientation videos Reviewing safety guards Regural safety rounds	Adherence to good governance Risk analyses Acquisition of new customers and development of current customers Responsible procurement 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 Commitment to annual emission reduction Improving the recycling rate by different means Increasing the amount of renewable fuel at our locations Phase-wise electrification of our forklift fleet We source sustainable raw materials, subcontracted materials and products for our services

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