

the mobile pipeline  
connecting food industries



**IMPERIAL**  
TRANSPORT SOLUTIONS

# FoodTankers - Sustainability Report

## 2015

**IMPERIAL**  
TRANSPORT SOLUTIONS



*Lina Svensson, driver at FoodTankers*

Among FoodTankers 145 full time employees 97 are drivers but only 1 % of the drivers are women.  
We would like to welcome more female drivers into our operations. *Sara Nilsson, HR manager at FoodTankers*

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## How to Use This Report

FoodTankers 2015 CSR report is based on the Global Reporting Initiative G4 Guidelines.

Each topic shown to the left has two sections:

- Our Priorities and key CSR issues
- The Details provides more information about each priority

# CEO: CSR and Sustainability at FoodTankers

We are in a business considered by many to be the opposite to sustainable. This has made us accept the challenge to show that we actually can work for a sustainable development environmentally, socially as well as financially.

***FoodTankers vision is to be the most respectable logistic company in Europe for unpacked food.***

We simply want to be the good company, respected by our employees, customers, suppliers, society and its citizens. 2015 became the year when FoodTankers took on a holistic view on sustainability and began a structured work with all three perspectives: environmental, social and financial sustainability. We were audited by DNV on behalf of one of our larger customer's Code of Conduct with a positive result.

The most important work ***environmentally*** is to reduce driving without cargo and increase the use of fossil free fuel. We actively search for customers with completing needs of transports to combine cargos and plan for the shortest distance. We invest in trucks in the latest EURO class and educate drivers in ECO driving. During 2015 we achieved 37 % fossil free fuel mix in the Nordic and also started to test 100 % fossil free (HVO). The big steps on reducing empty driving have already been taken but still we made small improvement 2015. From the summer of 2016 we aim to drive all domestic transports with 100 % HVO and to implement our optimizing system *Fleetplanner* also for international traffic. We also aim to improve cooperation with transport colleagues and our customers to secure the flexibility of our services and at the same time reducing empty driving. We can also see possibilities to improve the tank cleaning

processes that would decrease the demands upon last cargo with maintained product security. The future calls for new innovations.

*Karlshamn in May 2016*  
*Tomas Petterson*  
*CEO FoodTankers*



From ***a social perspective*** we have focused on the labor conditions of both employed and subcontractors' foreign drivers. At the FoodTankers hub in Karlshamn, where many drivers have their resting period, we offer all kind of services that can make life away from home a little more comfortable: Kitchen facilities, living room with cable TV, free Wi-Fi, showers, laundry, bicycles and access to bath and gym. During 2015 we started to audit our subcontractors to secure labor conditions, minimum wages, social security and taxes. We also asked the drivers the same questions in an anonymous inquiry. So far the results have exceeded our expectations. We have inspired subcontractors to produce their own Code of Conduct and other policies. During 2016 we aim to continue the audits to cover all our subcontractors and their drivers.

Our plans for 2016 include this sustainability report and to work accordingly to ISO 26000. Our long term goals are to take the sustainability further to our subsidiaries, to our German sister company Laabs and to our subcontractors as well as to our business partners.



Through the years, we have - in my opinion - showed that it is possible to combine environmental and social responsibility with **financial sustainability**. We see our AAA-rating as an evidence of that and we aim to proceed on this successful road in the future.

# A mobile pipeline in the European food chain

FoodTankers (1) is a mobile pipeline for the food and feed industry in Europe. FoodTankers also handles LPG gas for the manufacturing industry.

We operate under high requirements concerning environment, quality and product safety. We comply with legislations and aim to improve our business and sustainability performance every year. This is our responsibility and our profile which should be taken for granted by our customers. Our business should take a precautionary approach to the environment.

FoodTankers AB operates in Nordic (55%) and CEE (45%) and has subsidiaries in Poland, Hungary and The Netherlands. Our headquarter is located in Karlshamn but owned by IMPERIAL Logistics International with HQ in Duisburg, Germany. Our fleet has 105 trucks and 110 trailers and through IMPERIAL we gain access to over 400 trucks and 800 tank trailers. We hold certificates in ISO 9001, 14001, 22000, GMP+ B4 Transports and SQAS+Food. As a member of the Swedish Association of Road Transport Companies we have voluntarily committed to the Fair Transport

standards. We are also members of TANKCEU (Tank Combination Europe) and NetPort Science Park in Karlshamn (Intelligent logistics). Our supply chain consists of 11 subcontractors with drivers from Sweden, Denmark, Latvia, Hungary and Poland. They are haulage companies, small or large with dedicated drivers and vehicles for FoodTankers customers.

Our customers vary from local breweries to multinational companies in the food processing industry. We work hard to improve our services, e.g. in 2015 we installed remote temperature readers in our trailers for our customers to follow their cargo conditions.

Among our 145 employees 97 are drivers but only 1 % of the drivers are women. We would like to welcome more female drivers into our operations. All Swedish employees are covered by collective bargaining agreements. FoodTankers' total sales was 233 million SEK with an 11,5 million SEK profit. We have the highest credit worthiness AAA.

## Note (1)

FoodTankers includes:

FoodTankers AB (Sweden)

FoodTankers Sp.z.o.o (Poland)

FoodTankers KFT (Hungary)

FoodTankers B.V. (Holland)

Lehnkering Gas Logistics (Sweden).

This report concludes all subsidiaries if not mentioned specifically.

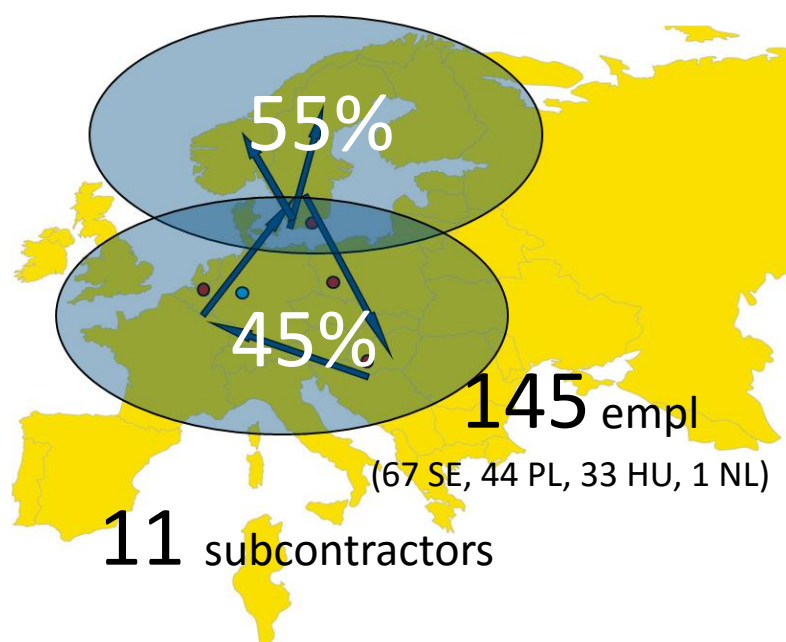
**233** MSEK in sales

**11** MSEK profit



**105** trucks

**110** trailers





# A part of IMPERIAL

This page is an extract from Imperial Logistics International Sustainability brochure.

Source: [http://www.imperial-international.com/fileadmin/Downloads/151028\\_Nachhaltigkeitsbroschuere\\_GB\\_Ansicht\\_klein.pdf](http://www.imperial-international.com/fileadmin/Downloads/151028_Nachhaltigkeitsbroschuere_GB_Ansicht_klein.pdf)

## ABOUT IMPERIAL LOGISTICS INTERNATIONAL

IMPERIAL Logistics International B.V. & Co. KG is a wholly owned subsidiary of the South African company, IMPERIAL Holdings Ltd. the European company is responsible for coordinating and managing all the international logistics business of IMPERIAL Holdings Ltd. outside Africa.

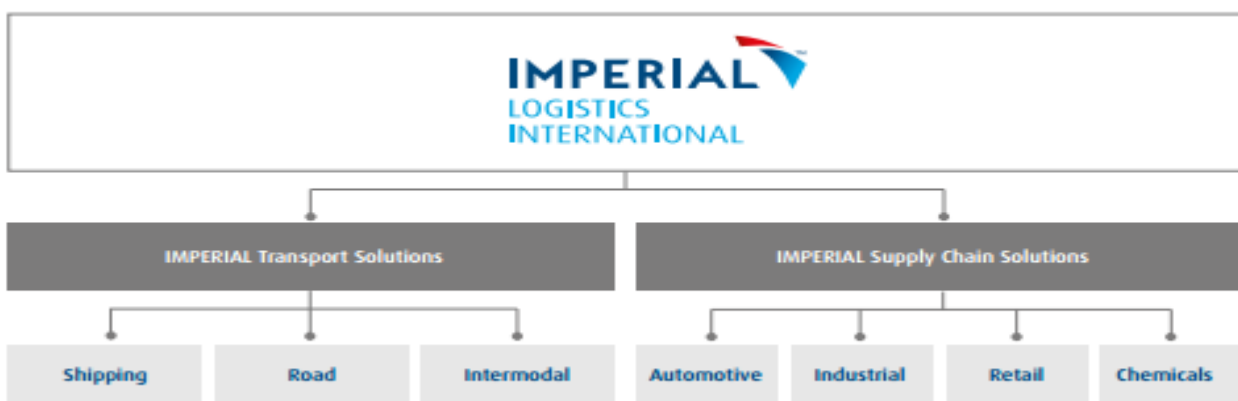
The varied portfolio of services at IMPERIAL Logistics International, which has its headquarters in Duisburg, is concentrated on two divisions: the Group pools the shipping, road and intermodal transport services in the IMPERIAL Transport Solutions division. The IMPERIAL Supply Chain Solutions division covers all the services related to third-party logistics, contract manufacturing and warehousing for the automotive, industrial, retail and chemicals.

Acting together, the two divisions provide a complete and transparent range of services along the entire supply chain from one source. IMPERIAL Logistics International employs more than 8,200 people and generates turnover amounting to EUR 1.4 billion at 170 business locations.



*"As a transport and logistics company, any damage that we cause to the environment is largely caused by emissions related to our transport operations. We believe that we have an obligation to play our part in achieving the global goals to reduce CO2 levels. We also want to be able to provide information to our customers about conserving resources. In one sentence, "We want to become greener!" We do not just want to work on our own carbon footprint by offering responsible logistics and production services that conserve natural resources, but also improve our customers' sustainability."*

Carsten Taucke, CEO IMPERIAL Logistics International B.V.& Co. KG



# About this report

This is FoodTankers first Sustainability Report, developed from our Environmental Report 2014. We have been inspired by our owners, Imperial Logistics International as well as by our customers to take this step to more transparency.

## Material aspects

For many years we have been focusing on avoiding empty driving and lower emissions (CO<sub>2</sub>) from our transports both from economic and environmental perspectives. These are our primary targets to work with regarding environmental aspects. Social aspects in focus are labor practices and respectable work. Being a European transport company working in several countries with large differences in welfare systems and salaries we work hard to secure our employees' labor conditions, health and safety. Traffic safety is

of course of vital interest and is since long an integrated part of our training and education process.

## Stakeholder dialogue

During 2014 we were accused in media of using drivers on "slave salaries". We have therefore started to audit our subcontractors which we communicate in this report. We have a continuous dialogue with our customers regarding compliance and CSR. In order to take in the voices from the drivers themselves we have also initiated a survey about working

conditions which is answered anonymously. We have during 2016 extended the dialogue to union representatives, legislators and industry associations.

## Reporting principles

In the making of this report we have been inspired to follow the GRI guidelines G4. We took help from an external part to produce the report but it has not been reviewed by external accountants. We feel certain though that it is in accordance with GRI G4 core level.



Johan Evertsson  
Quality and Environmental Manager



*FoodTankers focus is on avoiding empty driving and lower CO<sub>2</sub> emissions.*

# Governance

FoodTankers AB is a Swedish company owned by IMPERIAL Logistics International.

Laabs is a German sister company synergizing with FoodTankers in close cooperation. The budget, including investments is decided by IMPERIAL Logistics. FoodTankers' local management is responsible for the daily business including sustainability aspects.

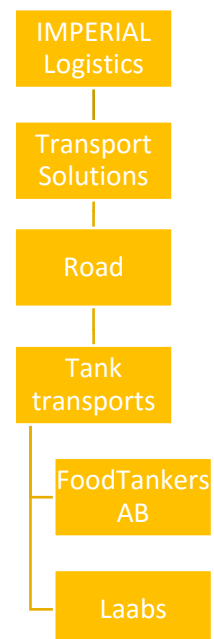
## Ethics and Integrity

Our **Code of Conduct** derives from UN Global Compact and applies to all employees and subcontractors:

- Respect human rights
- Pay the salaries in due time and according to existing laws and regulations
- No use of forced labor
- Respect driving and resting periods according to EU legislation
- Stand up against discrimination
- Allow associations and collective bargaining
- Inform on changes in due time
- Always work for a safe labor environment
- Continuously improve environmental work with focus on CO2 emissions
- Never accept money laundering or corruption
- Respect our customer's integrity

Other policies are Operating policy, Environmental policy, Working environment policy, Policy for Equal opportunities, Drug policy and Traffic safety policy. We have also committed to the Swedish Fair Transport Policy meaning we should a) drive safely, b) drive climate-smart and c) take social responsibility.

FoodTankers is certified to ISO 9001 (Quality management system) and ISO 14001 (Environment management system), ISO 22000 (Food Safety), GMP+ (Feed Safety) and EFTCO's SQAS Food (Tank Cleaning Stations).



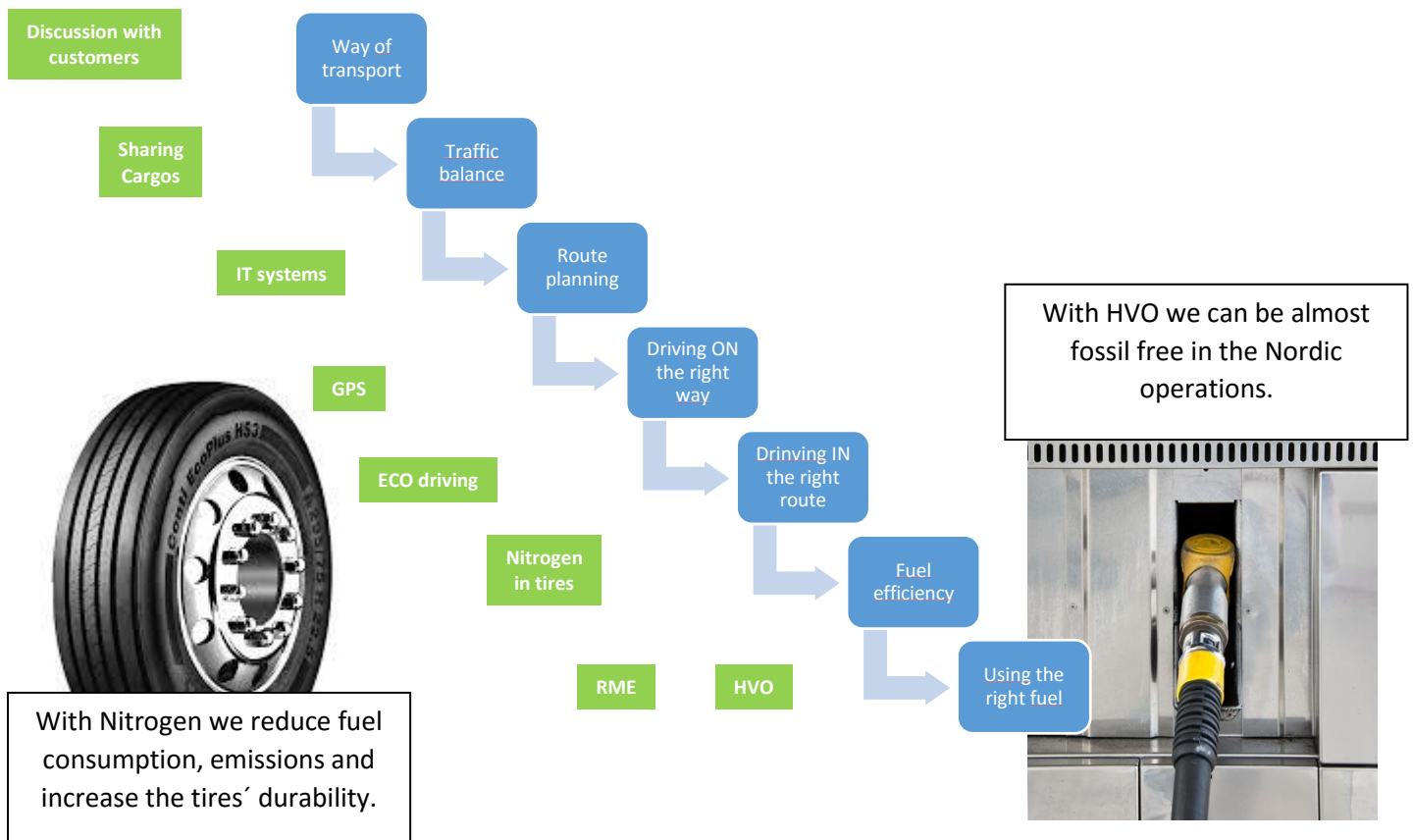




“As FoodTankers’ operations have an impact on the environment we are committed to reduce our emissions to air, ground and water. Our Environmental Policy and Sustainability Report describe how we measure and improve.”  
FoodTankers Operating Policy

Our Environmental Management System is since 2000 certified to ISO 14001. The prioritized environmental goals are to lower CO2 emissions, energy and water consumption and to minimize waste. We see our subcontractors as a vital part of our business and we assess their environmental efforts as well as social responsibility. 2015 3 of our 11 subcontractors were audited.

**Our “Environmental Stair” guides us in every decision we make to save money, fuel and environment.**



# Emissions

Thanks to RME and HVO fuel we decreased our CO2 emissions from trucks by a total of 150 tons 2015 compared to 2014.

With more kilometers!

Burning diesel and other fossil fuels releases Green House Gases (GHG) such as Carbon dioxide (CO2) and contributes to climate change. Therefore, emissions from our diesel trucks is the most prioritized environmental aspect. We aim to reduce both CO2 and other emissions. In 2015, 21 % of all fuel consumed by FoodTankers was renewable.

By using our "Environmental Stair" (page 8) as a guide we know how to reduce fuel consumption and Green House Gases step by step. We have for long been using RME in the fuel and are now trying HVO as well. The challenges are the prize differentiation between the European countries and the access to HVO. By using RME and HVO in the Nordic operations we have during 2015 used 37% fossil free diesel. The average fuel consumption has decreased from 0,36 liters/km to 0,35 liters/km during 2015.

Direct GHG 8176 tons

Emissions from FoodTankers own trucks: 8084 tons (2014: 8272)

Emissions from subcontractors' trucks: 92 tons (2014: 54)

Indirect GHG 648 tons

From electricity, heating, cooling and steam: 0,68 tons

From March 2015 we only use 100 % renewable electricity.

Emissions from sold transports: 146 tons

Tank cleaning stations: 501 tons

Other indirect GHG 17,4 tons

Business travel by car: 8,4 tons

Business travel by plane: 9 tons

Reduction of GHG

Lower fuel consumption due to RME and HVO fuel, ECO driving, bonus system and new trucks: - 150 tons CO2

(-4 % per km overall and -7 % per km in the Nordic)

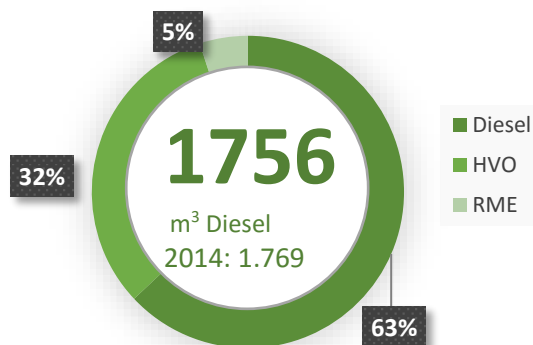
Other significant air emissions

Vehicles produce air pollution like ozone and particles harmful to health. The best way to reduce those emissions is to have new and modern vehicles of Euro class 5 and 6.

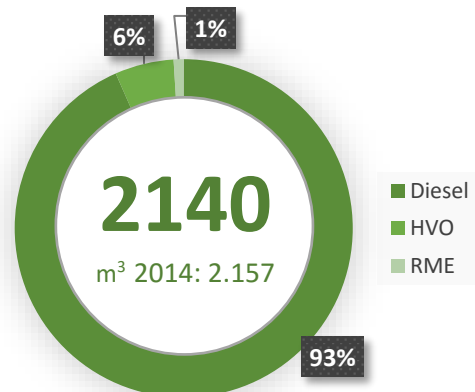
Emissions from trucks: NOX 31,4 tons

We don't measure SOX since EU diesel is sulfur free today

## Diesel Mix Nordic Traffic



## International Traffic



# 37%

Fossil free diesel 2015  
(in the Nordic)

# 7%

Less CO2 per kilometres  
2014-2015 (Nordic)

# Energy and Water

# 1 %

reduction of total energy!

## Energy

Transports are necessary to create a good society but transports consume a lot of energy. We are constantly trying to minimize unnecessary transports by seeking opportunities with our customers to share transports even if it will take a little longer.

One of our environmental goals is to reduce energy consumption from our facilities in Karlshamn. The electricity used in Karlshamn for office, workshop, cleaning station and truck wash is 100 % renewable from March 2015.

**Total energy consumption: 42010 MWh (2014: 42440)**

Whereof:

Direct transport with trucks: 39168 MWh (2014: 39324)

Cleaning stations 254 MWh

District heating 2228 MWh

Office, workshop and truck wash 360 MWh

Electricity used: 2843 MWh (2014: 3116) where of 83 % is renewable

Steam 214 tons (235) (included in electricity)

We reduced our electricity consumption by 9 % from 3116 MWh (2014) to 2843 MWh. Most of these savings come from improvements at our cleaning station.

# 27 %

less water used!

# 9 %

less electricity used



## Water

The United Nations and WHO estimated 2015 that more than 650 million people did not have access to clean water. Global warming may also contribute to shortage of water. We should not take water for granted and it is important to reduce water consumption even here in Sweden.

**FoodTankers has agreements with several municipalities in Sweden to deliver drinking water in case of draught or accidents.**

Saving water is also an environmental goal for us since we are using lots of water to clean the tanks and to wash our trucks. We have invested in our cleaning station in Karlshamn to optimize the use of water. Our car wash is a modern facility where we have installed high pressure hoses to minimize water consumption.

**Total water consumption: 29140 m<sup>3</sup> (2014: 40218)**

Total environmental protection expenditure in water reduction: 1 MSEK

# - 1,01

CUBIC METERS OF WATER  
LESS SPENT PER TANK CLEANING  
(23%) DURING 2015



# Waste

Waste water from our cleaning station and from our truck wash is extensive and needs to be handled with care. FoodTankers cleaning station is located at the industrial area of AAK in Karlshamn but is operated by FoodTankers employees. The station is certified to EFTCO's SQAS (Food) and has recently been reviewed.

Our truck wash is equipped with a modern treatment plant that takes care of disposals before the water reaches the municipal sewage plant.

Waste from kitchen and our workshop is not our primary focus but we have recently decided to step up our efforts. We have therefore declared Waste as one of our Environmental aspects. We aim to approach an external partner in order to structure, measure and recycle the waste.

In Karlshamn we used 29140 m<sup>3</sup> of water during 2015. By working actively to reduce the amount of used water we will also decrease disposal of water. Our goal is to reduce the use of water by 10 % from 2015's level.

During 2016 we disposed 47,4 tons of waste that was collected, sorted and recycled by external partner. We will now aim to extend our own separation at source in the kitchen and workshop. There is a challenge to motivate drivers from different countries to separate at source in the "Swedish" way. Our goal is to increase separation at source with 5 % from 2015's level.





# Labor practices and Decent work

Our employees are in the center of our business. Our success depends on them, their commitment and willingness to learn and improve every day. We want to create an attractive labour environment where everyone can make her or his voice heard.

The most important social aspect for us as a road transport company is to secure a safe and healthy labor environment for both our staff and our drivers. They are driving in heavy traffic every day with large vehicles and sometimes under pressure to catch a ferry or reach the destination at customer's location in time. It is vital that they have the knowledge to drive safely, the ability to put safety first and the skills to handle the loadings with care.

Among our 145 employees 97 are drivers. In Karlshamn there are 46 colleagues managing the daily operation including cleaning station, workshop traffic planning and administration. We are equal numbers of women and men in the administration but only 1 % women are drivers. We would like to welcome more female drivers into our operations. This is a real challenge for us as well as for the whole industry since the lack of drivers is rising.

All employees at FoodTankers have health insurance. White collars have also access to private health care. All drivers, both employees and subcontractors, have access to our facilities in Karlshamn with free Wi-Fi, laundry, kitchen, showers, bicycles and an access card to a public bath. The Swedish employees have regular health examination.

Our employees and subcontractors are continuously informed about changes in the business via a monthly newsletter, meetings and our intranet.



Two accidents resulting in 27 days of absence. Accidents are mostly fall accidents occurring when the driver load and unload on top of the trailer. There have also been four accidents when climbing the ladder of the trailer. In the cleaning station some minor burn injuries have been caused by steam and hot water. No sever accidents have occurred. To prevent falling accidents FoodTankers has rebuilt 74 trailers for ground operations. Since they are not usable on all customer's sites we have invested in safety harnesses for all drivers. We also have a dialogue with selected customers.

During 2015 our sick leave was 3,3 % in Sweden, 3,7 % in Poland and 3,2 % in Hungary.

All subcontractors have been inquired on Code of Conduct and 3 subcontractors were audited in 2015. The result was good with only minor deviations. FoodTankers has the same demands on subcontractors as on our own business. We focus on human rights and labor practices in audits but covers all areas of our Code of Conduct. We have also started a Survey of drivers anonymously about the labor conditions which we will follow up.



# Human Rights and Anticorruption

“FoodTankers has a comprehensive view on our way of work. We aim for a safe and healthy working environment for our drivers as well for all employees and subcontractors. Our Code of Conduct which also applies to our subcontractors, states that we must respect human rights and stand up against all kind of corruption.”

*From FoodTankers Operating Policy*

## Non-discrimination

FoodTankers says no to racism and discrimination. All incidents must be reported to management and serious incidents are reported to the police. During 2015 we had one incident where racism was expressed.



## Anticorruption

FoodTankers disassociate itself from all corruption in our Code of Conduct (p.7). We make clear that smuggling in our trucks or other criminal activities are strictly forbidden. During 2015 there was no incident reported on anticorruption.

## Anti-competitive behavior

FoodTankers policy is to follow the rules and to compete on a level playing field. We were not involved in any legal actions for anti-competitive behavior 2015.

## Compliance

In 2013 we were one of ten pilot companies selected by the Transport Authority (Transportstyrelsen) regarding company control of drive and rest periods.

In 2015 we were imposed with a fine based upon the control in 2013. This is of course not acceptable for a company where Code of Conduct is very clear on respecting drive and rest periods according to EU legislations. FoodTankers intend to work hard to minimize all deviations and breaches of drive and rest periods.

Our traffic managers plan transports so that they can be carried out in a lawful manner. Our experiences tell us, though, that things will happen along the way that put the driver into situations where resting periods could be in danger and deviations might occur. In most cases it is the drivers own decision that leads to violation of the drive and rest period regulation. Many of the breaches refer to simple mistakes but there are also some serious breaches of rest time periods. This is a common challenge for drivers in international traffic especially when using ferries.

FoodTankers has a process where all drivers and planners are controlled, informed and reminded to report all deviations as soon as possible to avoid breaches. Since two years we are working on a new planning system to support better margins for drive and rest periods.

All deviations are documented in our IT system transparent to the authorities.

## Product Responsibility

Since FoodTankers does not sell any products at all or has any direct consumer responsibility we do not report this aspect.

# New trucks, new colors ...

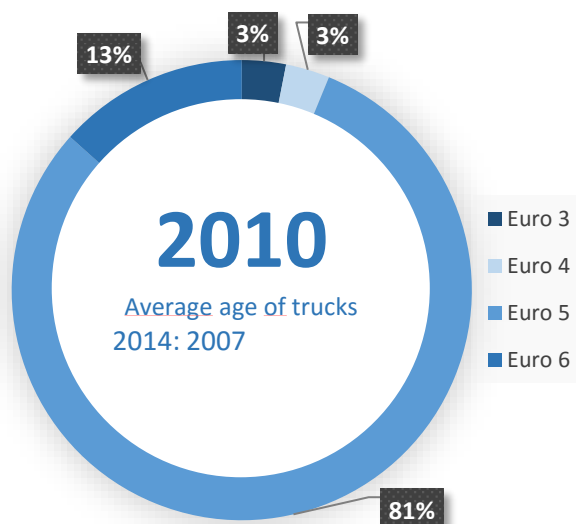
FoodTankers is continuously renewing its fleet regardless if the truck is owned directly by FoodTankers or by our subcontractors.

As time goes by our customers will see the Imperial blue take over from yellow.

A new brand, new colors but the same quality and responsibility.

In 2015 FoodTankers increased Euro 5 and 6 percentages from 75 % to 94 %.

With new fuel such as HVO we can run our operations more or less fossil free in the future.



FoodTankers is step by step adopting to the imperial blue color

# Fair Transport

Fair Transport is an initiative by the Swedish Association of Road Transport Companies to which FoodTankers has committed.



## WE DRIVE SAFE

- We respect regulations and speed limits
- We respect drive and rest time
- We load and unload the cargo correctly
- We only use approved vehicles



## WE DRIVE CLIMATE SMART

- We are trained in Eco driving
- We work actively to save fuel
- We have tools to calculate environmental impact
- We follow our plans for quality and environment

## WE TAKE RESPONSIBILITY

- We provide safe employment and good working conditions
- We comply with rules and regulations
- We have permissions, knowledge and the experience it takes
- We have an ethic policy



# GRI index

## General standard disclosures

Indicator	Description	Page	Full or partial	Omission
<b>STRATEGY AND ANALYSIS</b>				
G4-1	CEO statement about the relevance of sustainable development.	4	●	
<b>ORGANIZATIONAL PROFILE</b>				
G4-3	The name of the organization.	5	●	
G4-4	The primary brands, products and service.	5	●	
G4-5	The location of the organization's headquarters.	5	●	
G4-6	The number of countries where the organization operates, and names of countries where either the organization has significant operations or are specifically relevant to the sustainability topics covered in the report.	5	●	
G4-7	The nature of ownership and legal form.	5	●	
G4-8	The markets in which the organization operates.	5	●	
G4-9	The scale of the organization.	5	●	
G4-10	The total workforce, broken down by type of employment, gender and region.	5	●	
G4-11	The percentage of total employees covered by collective bargaining agreements.	5	●	
G4-12	Describe the organization's supply chain.	5	●	
G4-13	Significant changes regarding the organization's size, structure, ownership or supply chain.	5	●	
G4-14	Whether and how the precautionary approach or principle is addressed by the organization.	5	●	
G4-15	Externally developed economic, environmental and social charters, principles or other initiatives to which the organization subscribes or which it endorses.	5	●	
G4-16	List of active memberships of organizations.	5	●	
<b>IDENTIFIED MATERIAL ASPECTS AND BOUNDARIES</b>				
G4-17	List all entities included in the financial statements.	5	●	
G4-18	The process for defining the report content and the Aspect Boundaries.	7	●	
G4-19	All material Aspects identified in the process for defining report content.	7	●	
G4-20	Describe any internal boundaries in the area of sustainability.	7	●	
G4-21	Report whether the sustainability aspects are material and their external boundaries.	7	●	
G4-22	The effect of any restatements of information provided in previous reports, and the reasons for such restatements.	7	●	
G4-23	Significant changes from previous reporting periods in the Scope and Aspect Boundaries.	7	●	
<b>STAKEHOLDER ENGAGEMENT</b>				
G4-24	List the stakeholder groups engaged by the organization.	7	●	
G4-25	The basis for identification and selection of stakeholders with whom to engage.	7	●	
G4-26	Principle for identification and selection of stakeholders.	7	●	
G4-27	Key topics that have been raised through stakeholder engagement.	7	●	
<b>REPORT PROFILE</b>				
G4-28	Reporting period for the information provided.	7	●	
G4-29	Date of most recent previous report (if any).	7	●	
G4-30	Reporting cycle (such as annual, biennial).	7	●	
G4-31	Provide the contact point for questions regarding the report or its contents.	7	●	
G4-32	GRI Index.	17-18	●	
G4-33	Policy and current application in respect of having the report attested externally.	7	●	
<b>GOVERNANCE</b>				
G4-34	Report the governance structure of the organisation, including committees of the highest governance body that are responsible for economic, environmental and social issues.	8	●	
<b>ETHICS AND INTEGRITY</b>				
G4-56	Describe the organization's values, principles, standards and norms of behavior such as codes of conduct and codes of ethics.	8	●	

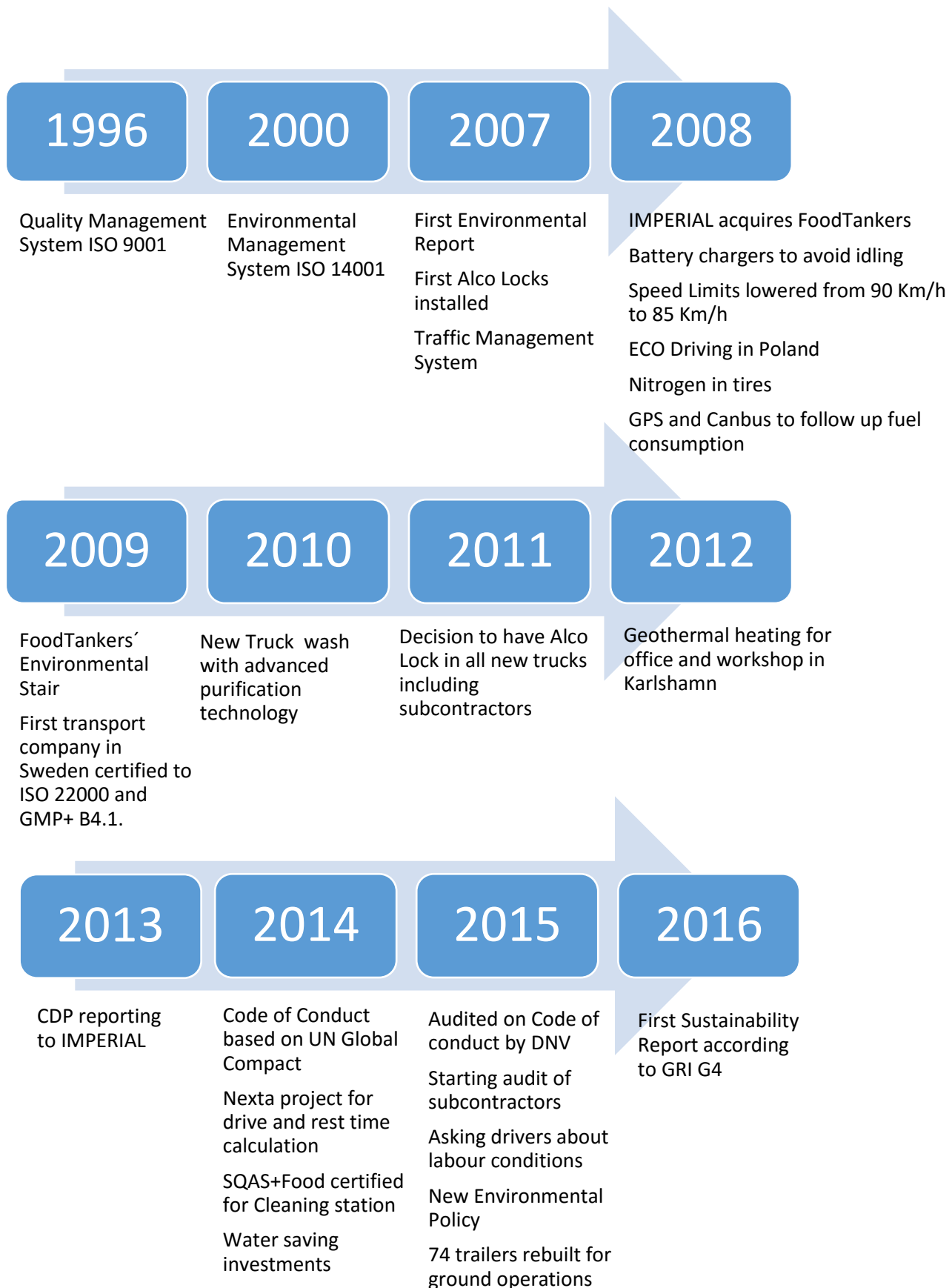
# GRI index

## General standard disclosures

Indicator	Material aspects - Description	Page	Full or partial	Omission
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DMA	Disclosures on Management Approach	9,11	●	
G4-EN3	Energy consumption within the organization	11	●	
G4-EN6	Reduction of energy consumption	11	●	
	<b>Aspect Water</b>			
DMA	Disclosures on Management Approach	9,11	●	
G4-EN8	Total water withdrawal by source	11	●	
	<b>Aspect Emissions</b>			
DMA	Disclosures on Management Approach	9,10	●	
G4-EN15	Direct greenhouse gas (GHG) emissions (Scope 1)	10	●	
G4-EN16	Energy indirect greenhouse gas (GHG) emissions (Scope 2)	10	P	
G4-EN19	Reduction of greenhouse gas (GHG) emissions	10	●	
G4-EN21	NOX, SOX and other significant air emissions	10	●	
	<b>Aspect Effluents and Waste</b>			
DMA	Disclosures on Management Approach	9,12	●	
G4-EN22	Total water discharge by quality and destination	12	●	
G4-EN23	Total weight of waste by type and disposal method	12	●	
G4-EN25	Weight of transported, imported, exported or treated hazardous waste	12	●	
	<b>Aspect: Overall</b>			
DMA	Disclosures on Management Approach	9,11	●	
G4-EN31	Total environmental protection expenditures and investments by type	11	●	
	<b>Aspect Supplier environmental assessment</b>			
DMA	Disclosures on Management Approach	9	●	
G4-EN32	Percentage of new suppliers that were screened using environmental criteria	9	●	
<b>SOCIAL INDICATORS: LABOR PRACTICES AND DECENT WORK</b>				
	<b>Aspect Employment</b>			
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	<b>Aspect Labor/Management relations</b>			
DMA	Disclosures on Management Approach	13	●	
G4-LA4	Minimum notice periods regarding operational changes	13	●	
	<b>Aspect Occupational Health and Safety</b>			
DMA	Disclosures on Management Approach	13	●	
G4-LA6	Type of injury and rates of injury, occupational diseases, lost days and absenteeism, and total number of work-related fatalities, by region and by gender	13	●	
G4-LA7	Workers with high incidence or high risk of diseases related to their occupation	13	●	
	<b>Aspect Supplier assessments for labor practices</b>			
DMA	Disclosures on Management Approach	13	●	
G4-LA15	Significant negative impacts for labor practices in the supply chain and actions taken	13	●	
<b>SOCIAL INDICATORS: HUMAN RIGHTS</b>				
	<b>Aspect Non-discrimination</b>			
DMA	Disclosures on Management Approach	14	●	
G4-HR3	Total number of incidents of discrimination and corrective actions taken	14	●	
<b>SOCIAL INDICATORS: SOCIETY</b>				
	<b>Aspect Anti-corruption</b>			
DMA	Disclosures on Management Approach	14	●	
G4-SO3	Operations assessed for risks related to corruption and the significant risks identified	14	●	
	<b>Aspect Anti-competitive behaviour</b>			
DMA	Disclosures on Management Approach	14	●	
G4-SO7	Legal actions for anti-competitive behavior, anti-trust and monopoly practices and their outcomes	14	●	
	<b>Aspect Compliance</b>			
DMA	Disclosures on Management Approach	14	●	
G4-SO8	Monetary value of significant fines and total number of non-monetary sanctions for non-compliance with laws and regulations	14	●	



# Milestones of Sustainability





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