

# DANSKE FRAGTMÆND

ENVIRONMENTAL POLICY



Danske  
Fragtmænd

# PURPOSE

Danske Fragtmænd’s Environmental Policy addresses environmental aspects related to our energy consumption, emissions of environmentally and health-damaging substances, and our waste management practices. The Environmental Policy applies to all Danske Fragtmænd locations.

In compliance with Danish legislation, we actively sort our waste into at least ten fractions to minimize total waste volumes. In line with the objectives of the Paris Agreement, we are committed to reducing operational emissions by using only electric vehicles or vehicles that meet Euro 6 standards.

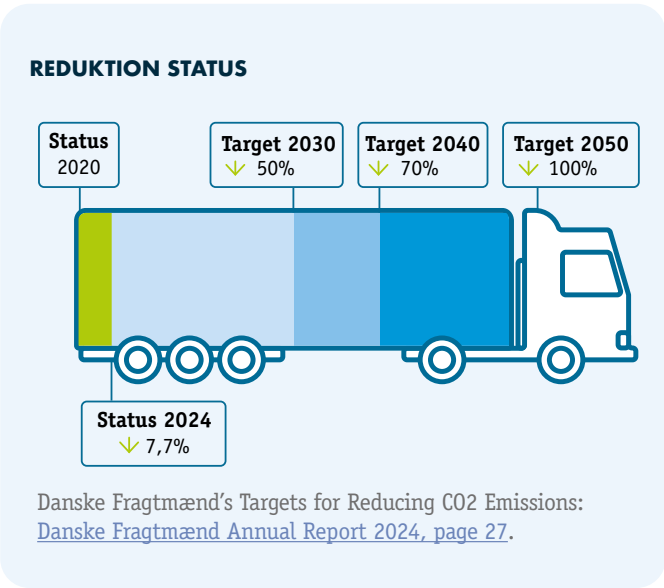
Our operations significantly impact on the environment. To demonstrate our commitment, we adhere to the UN Global Compact Ten Principles for responsible business conduct and partner with major national stakeholders to implement initiatives that support these principles.

## RESPONSIBLE BUSINESS CONDUCT

Danske Fragtmænd A/S maintains a strong focus on the environmental and social impacts of our operations. Our objective is to phase out all fossil fuel use, ensuring that by 2040 we operate solely on 100 percent certified renewable energy.

Furthermore, we aim to eliminate emissions of environmentally and health-damaging substances and provide 100

percent emission-free transport by 2050. Accordingly, we are working to halve our transport-related emissions by 2030 and achieve a further 20 percent reduction by 2040 (all targets are relative to the 2020 baseline year).



The composition of Danske Fragtmænd’s fleet is reported in the most recent Annual Report at any given time.

At all Danske Fragtmænd locations, we sort waste into the legally required fractions, aiming to increase the share of waste for recycling and reuse from a baseline of 78% (2024) to 100 percent by 2030.

FOCUS AREA	TARGET	RATIONALE – WHY PURSUE THIS?	ACTIONS – HOW?	FINAL DEADLINE
Waste Management	Increase the share of waste for recycling and reuse to 100 percent.	Sort into purer fractions and increase the proportion of recyclable materials.	Waste sorting at all locations (offices and terminals).	2030
Energy (scope 2)	100 percent green energy; gradual phase-out of fossil energy.	Reduce CO2 emissions from purchased energy.	Use exclusively certified renewable energy supplied by the energy grid or self-generated from renewable sources.	2040
Emission-Free Operations	100 percent emission-free operations: start 2023, 50 percent by 2030, and 70 percent by 2040.	Phase out fossil fuels and minimise CO2 emissions.	Transition to fully emission-free operations.	2050
Environmental Awareness Training	100 percent of employees to complete environmental awareness training.	Build knowledge and understanding of environmental responsibility, including energy consumption, environmentally and health-harmful substances, and waste management.	Online training courses for all employees.	2030

## IMPLEMENTATION AND COMMUNICATION

To ensure effective execution of the Environmental Policy, we will adopt a structured approach across the organisation:

- **Executive Management** is responsible for strategic alignment and resource allocation.
- **Operations and team leaders** drive daily implementation and ensure local adaptation.
- **HR and Communications** integrate the policy into onboarding processes, internal newsletters, and e-learning platforms.
- **All employees** receive training and are expected to actively contribute to achieving the targets.

Communication will take place through targeted campaigns, staff meetings, notices at terminals, and digital channels. The Environmental Policy is available at [www.fragt.dk](http://www.fragt.dk) and is regularly discussed in relevant forums.

## EMPLOYEE AND STAKEHOLDER ENGAGEMENT

We actively involve employees and external stakeholders through annual surveys, follow-up dialogues, and training activities. Our goal is to ensure understanding and broad support for the policy across the organisation.

## REVIEW AND IMPROVEMENT

The Environmental Policy is reviewed annually to ensure it remains aligned with:

- New legal requirements and industry expectations.
- Technological advancements.
- Results from measurements and employee feedback.

The review is led by Danske Fragtmand's Green Transition Department and involves key management and operational functions. The findings are used to prepare annual action plans and update targets.

## APPROVAL

This Environmental Policy has been approved by Danske Fragtmand's Executive Management and will take effect 1 July 2025. The policy applies to all company entities and employees and forms a key part of our overall sustainability strategy.

## QUESTIONS

Feedback is a vital source of continuous improvement. We encourage all employees and stakeholders to submit questions, ideas, or concerns regarding the Environmental Policy. Enquiries may be directed to the Sustainability Department via email: [BDA@fragt.dk](mailto:BDA@fragt.dk).

