ENVIRONMENTAL POLICY

Airland Logistics is committed to operating responsibly and sustainably across all aspects of our global logistics network.

We recognise that our activities have an impact on the environment and we are dedicated to minimising that impact through innovation, continuous improvement, and collaboration with our partners and stakeholders.

Airland strives to achieve the following objectives through the continual development and execution of our Environmental and Sustainability Management System (ESMS):

- Compliance & Accountability: Comply with all applicable environmental laws, regulations, and international standards in every country where we operate.
- Carbon Reduction & Energy Efficiency: Actively measure, monitor, and reduce greenhouse gas emissions by improving operational efficiency, optimising routing and load factors, and increasing the use of sustainable fuels and energy sources.
- Sustainable Supply Chain Practices: Work closely with our clients, suppliers, and partners to adopt low-emission logistics solutions and support green procurement initiatives across the supply chain.
- Waste Minimisation & Resource Conservation: Prevent pollution and minimise waste through recycling programs, responsible resource use, and prioritisation of water and energy conservation.
- Employee Awareness & Training: Provide regular training and communication to ensure employees understand and contribute to **Airland's** environmental goals.
- Continuous Improvement & Innovation: Integrate environmental considerations into business planning, investment, and operations - fostering innovation in transport, packaging, and digital systems to reduce our environmental footprint.
- Community & Industry Engagement: Collaborate with clients, local communities, and industry associations to share best practices and promote a sustainable logistics sector.

Airland recognises that true sustainability requires measurable action and long-term accountability. We are committed to expanding our participation in carbon offset programs that support renewable energy, reforestation, and biodiversity projects, while also setting transparent emissions reduction targets aligned with the Science Based Targets initiative (SBTi) framework.

These efforts reflect our goal of embedding sustainability into every stage of our logistics operations, from planning and procurement to execution and performance measurement.

The Group CEO is accountable for implementing this policy and ensuring its integration across all business operations, while every employee and contractor shares responsibility for upholding environmental procedures, maintaining compliance, and promptly reporting any environmental hazards or non-conformances to support **Airland's** commitment to continual improvement.

This policy will be reviewed every two years as part of **Airland's** Environmental and Sustainability Management System review, or sooner if significant environmental, operational, or regulatory changes occur.

Airland
LOGISTICS
Delivering the impossible daily.

Jan Jensen
Group CEO
Airland Logistics
July 2025