

Spartalogistics

ESG POLICY

Content

Introduction	3
Premise of the ESG-policy.....	3
Employees and working conditions	3
Human rights	3
Environment and climate	4
Anti-corruption	4
Revisit of policy	4

Introduction

At Sparta Logistics, we believe that the future of logistics delves into the realm of sustainability and responsibility. In our world, environmental stewardship, social responsibility, and governance integrity are not just aspirations; they are a directory for how we wish to behave and do business.

We are committed to minimizing our environmental footprint, maximizing social impact, and upholding high governance standards. In this journey, transparency is key. We pledge to regularly share our progress, challenges, and learnings, holding ourselves accountable to our stakeholders and the global community.

Premise of the ESG-policy

The basic premise of Sparta Logistics ESG-policy is that we comply with all applicable legislation in the countries in which we operate. We also have a supplier Code of Conduct, which ensures that suppliers satisfy the requirements we stipulate.

Below are the most material binding obligations in relation to the ESG-policy.

- UN Universal Declaration of Human Rights
- OECD Guidelines for Multinational Enterprises
- UN Global Compact 10 principles

We also want to contribute to the UN Sustainable Development Goals by working with the goals that best supports our core business.

The ESG policy applies to all divisions, as well as associated subsidiaries throughout Sparta Logistics.

Employees and working conditions

We will ensure good employment conditions for our employees, and in countries where collective agreements are customary, we will ensure compliance with that agreement as a minimum.

We will promote diversity in the workplace and work to increase the number of the underrepresented gender in managerial positions. We will ensure that our employees can use their skills in the best possible manner regardless of gender, ethnicity, religion, political views, age, disability, sexual orientation, etc.

We will defend our employees' right of association and right to collective bargaining. If independent trade unions are discouraged or prohibited in an area in which we operate, we will seek to promote alternative opportunities for the employees to meet freely to discuss work-related issues.

We will ensure a healthy and positive working environment for our employees and constantly seek to improve working conditions. We will recognise each other's differences and qualifications and will speak to and about each other with respect. Bullying will not be tolerated. We will work for inclusion and health-promoting activities. We will ensure that our employees have opportunities to develop in their work, e.g. via further education and training.

Human rights

We will respect and support international human rights, whether they be civil, political, economic, social or cultural rights. In countries where there is a risk of lack of respect for human rights, we will take steps to avoid any human rights infringements that affect the people with whom we cooperate and work in a business relationship.

We are opposed to differential treatment and discrimination and will ensure that our employees and partners have equal opportunities. Discrimination on the grounds of gender, ethnicity, religion, political opinion, age, disability, sexual orientation, trade union membership, etc. will not be tolerated.

Any form of corporal punishment, mental and physical coercion or harassment is forbidden within Sparta Logistics. The use of or deriving of benefit from any form of forced labour or involuntary work is prohibited. All employees must be able to move freely during their employment and the withholding of identification cards, travel documents or other important personal documents is prohibited.

Child labour is prohibited. The minimum age for employment must not be less than 15 years (unless national legislation determines that children aged 14 may work). Young workers under the age of 18 may not perform night work or any kind of hazardous work.

Environment and climate

Through focused activities and by setting environmental goals, we will work to prevent and reduce the environmental impact of our transporting of goods and services.

We will work to increase the use of alternative fuels in our fleet.

We will do targeted work to improve our energy performance by focusing on optimised energy use, reduced energy consumption and renewable energy options. We will reduce the company's CO2 emissions and thus reduce our impact on the climate. We are committed to making our contribution to keeping global warming under 1.5° C.

Anti-corruption

We will run every aspect of our business in an honest and ethical manner. We have zero tolerance for corruption and bribery in Sparta Logistics, and corruption and bribery cannot be graduated. We will prevent and combat corruption and bribery in all circumstances.

We will prevent illegal conduct and irregularities within and in relation to our activities, including non-compliance with this ESG policy.

Revisit of policy

We revise the ESG policy annually. Our intention is to continuously assess the policy and ensure that it is appropriate in relation to Sparta Logistics current circumstances and foreseeable future. The revised ESG policy is approved by the CEO of Sparta Logistics